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COMMISSION Washington, D.C. 20549 A FORM 10-Q (MARK ONE) A A QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 A FOR THE QUARTERLY PERIOD ENDED September 30, 2024 OR A TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 A FOR THE TRANSITION PERIOD FROM TO COMMISSION FILE NUMBER 001-36680 A HubSpot, Inc. (Exact name of registrant as specified in its charter) A Delaware 20-2632791 (State or other jurisdiction of incorporation or organization) (I.R.S. Employer Identification No.) A Two Canal Park Cambridge, Massachusetts 02141 A (Address of principal executive offices) (888) 482-7768 (Registrant's telephone number, including area code) A A Securities registered pursuant to Section 12(b) of the Act: A Title of each class A Trading Symbol(s) A Name of each exchange on which registered Common Stock, par value \$0.001 per share A HUBS A New York Stock Exchange A Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes A NO A Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (A\$32.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes A NO A Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of large accelerated filer, accelerated filer, non-accelerated filer, smaller reporting company, and emerging growth company in Item 12b-2 of the Exchange Act. Large accelerated filer A Accelerated filer A Non-accelerated filer A Smaller reporting company A Emerging growth company A A A If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. A Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). YES A NO A There were 51,623,568 shares of the registrant's Common Stock issued and outstanding as of November 1, 2024. A A HUBSPOT, INC. Table of Contents Part I A Financial Information A A Item 1. Unaudited Consolidated Financial Statements: A Unaudited Consolidated Balance Sheets as of September 30, 2024 and December 31, 2023 6 Unaudited Consolidated Statements of Operations for the Three and Nine Months Ended September 30, 2024 and 2023 7 A A Unaudited Consolidated Statements of Comprehensive Loss for the Three and Nine Months Ended September 30, 2024 and 2023 8 A A Unaudited Consolidated Statement of Stockholders' Equity for the Three and Nine Months Ended September 30, 2024 and 2023 9 Unaudited Consolidated Statements of Cash Flows for the Nine Months Ended September 30, 2024 and 2023 10 Notes to Unaudited Consolidated Financial Statements 11 Item 2. Management's Discussion and Analysis of Financial Condition and Results of Operations 24 Item 3. Quantitative and Qualitative Disclosures about Market Risk 35 Item 4. Controls and Procedures 36 Part II A Other Information A A Item 1. Legal Proceedings 37 Item 1A. Risk Factors 37 Item 2. Unregistered Sales of Equity Securities and Use of Proceeds 63 Item 3. Default Upon Senior Securities 63 Item 4. Mine Safety Disclosures 63 Item 5. Other Information 63 Item 6. Exhibits 64 Signatures 65 EX-31.1 CERTIFICATION OF THE CEO PURSUANT TO SECTION 302 EX-31.2 CERTIFICATION OF THE CFO PURSUANT TO SECTION 302 EX-32.1 CERTIFICATION OF THE CEO AND CFO PURSUANT TO SECTION 906 A A A SPECIAL NOTE REGARDING FORWARD-LOOKING STATEMENTS This Quarterly Report on Form 10-Q contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, and these statements involve substantial risks and uncertainties. All statements other than statements of historical fact contained in this Quarterly Report on Form 10-Q are forward-looking statements. Forward-looking statements generally relate to future events or our future financial or operating performance. In some cases, you can identify forward-looking statements because they contain words such as may, could, expect, anticipate, estimate, believe, intend, target, project, contemplate, continue, predict, forecast, assume, represent, or the negative of these words or other similar terms or expressions that concern our expectations, strategy, plans or intentions. Forward-looking statements contained in this Quarterly Report on Form 10-Q include, but are not limited to, statements about: our future financial and operational performance, including our expectations regarding our revenue, cost of revenue, gross margin and operating expenses; maintaining and expanding our customer base and increasing our average subscription revenue per customer; the impact of competition in our industry and innovation by our competitors, including as a result of new or better use of evolving artificial intelligence technologies; our anticipated growth and expectations regarding our ability to manage our future growth; our expectations regarding the potential impact of geo-political conflicts, inflationary pressures, foreign currency movement, macroeconomic stability, and catastrophic events, such as the COVID-19 pandemic, on our business, the broader economy, our workforce and operations, the markets in which we and our partners and customers operate, and our ability to forecast future financial performance; our anticipated areas of investments, including sales and marketing, research and development, including with respect to artificial intelligence and machine learning, customer service and support, data center infrastructure and service capabilities, and expectations relating to such investments; our predictions about industry and market trends; our ability to anticipate and address the evolution of technology and the technological needs of our customers, to roll-out upgrades to our existing software platform and to develop new and enhanced applications to meet the needs of our customers, including with respect to artificial intelligence and machine learning; our ability to maintain our brand and inbound marketing, selling and servicing thought leadership position; the impact of our corporate culture and our ability to attract, hire and retain necessary qualified employees to expand our operations; the anticipated effect on our business of litigation to which we are or may become a party; our ability to successfully acquire and integrate companies and assets; our plans regarding declaring or paying cash dividends in the foreseeable future; and our ability to stay abreast of new or modified laws and regulations that currently apply or become applicable to our business both in the United States and internationally. We caution you that the foregoing list may not contain all of the forward-looking statements made in this Quarterly Report on Form 10-Q. You should not rely upon forward-looking statements as predictions of future events. We have based the forward-looking statements contained in this Quarterly Report on Form 10-Q primarily on our current expectations and projections about future events and trends that we believe may affect our business, financial condition, results of operations and prospects. The outcome of the events described in these forward-looking statements is subject to risks, uncertainties and other factors described in Risk Factors and elsewhere in this Quarterly Report on Form 10-Q. Moreover, we operate in a very competitive and rapidly changing environment. New risks and uncertainties emerge from time to time, and it is not possible for us to predict all risks and uncertainties that could have a material impact on the forward-looking statements contained in this Quarterly Report on Form 10-Q. The results, events and circumstances reflected in the forward-looking statements may not be achieved or occur, and actual results, events or circumstances could differ materially from those described in the forward-looking statements. The forward-looking statements made in this Quarterly Report on Form 10-Q relate only to events as of the date on which the statements are made. We undertake no obligation to update any forward-looking statements made in this Quarterly Report on Form 10-Q to reflect events or circumstances after the date of this Quarterly Report on Form 10-Q or to reflect new information or the occurrence of unanticipated events, except as required by law. We may not actually achieve the plans, intentions or expectations disclosed in our forward-looking statements and you should not place undue reliance on our forward-looking statements. Our forward-looking statements do not reflect the potential impact of any future acquisitions, mergers, dispositions, joint ventures or investments we may make. In this Quarterly Report on Form 10-Q, the terms HubSpot, we, us, ours, and our refer to HubSpot, Inc. and its subsidiaries, unless the context indicates otherwise. Risk Factor Summary The risk factors detailed in Item 1A entitled Risk Factors in this Quarterly Report on Form 10-Q are the risks that we believe are material to our investors and a reader should carefully consider them. Those risks are not all of the risks we face and other factors not presently known to us or that we currently believe are immaterial may also affect our business if they occur. The following is a summary of the risk factors detailed in Item 1A: We are dependent upon customer renewals, the addition of new customers, increased revenue from existing customers and the continued growth of the market for a customer platform. We face significant competition from both established and new companies offering marketing, sales, customer service, operations and content management software and other related applications, as well as internally developed software, which may harm our ability to add new customers, retain existing customers and grow our business. Failure to effectively develop and expand our marketing, sales, customer service, operations, and content management capabilities could harm our ability to increase our customer base and achieve broader market acceptance of our platform. If we fail to adapt and respond effectively to rapidly changing technology, evolving industry standards and changing customer needs or requirements, our customer platform may become less competitive. Our ability to introduce new products and features, including new products and features that utilize artificial intelligence, is dependent on adequate research and development resources. If we do not adequately fund our research and development efforts, we may not be able to compete effectively and our business and operating results may be harmed. We are exposed to fluctuations in currency exchange rates that could adversely affect our financial results. The current economic downturn may lead to decreased demand for our products and services and otherwise harm our business and results of operations. Interruptions or delays in service from our third-party data center providers could impair our ability to deliver our platform to our customers, resulting in customer dissatisfaction, damage to our reputation, loss of customers, limited growth, and reduction in revenue. If our customer platform has outages or fails due to defects or similar problems, and if we fail to correct any defect or other software problems, we could lose customers, become subject to service performance or warranty claims or incur significant costs. If our or our customers' security measures are compromised or unauthorized access to data of our customers or their customers is otherwise obtained, our customer platform may be perceived as not being secure, our customers may be harmed and may curtail or cease their use of our platform, our reputation may be damaged and we may incur significant liabilities. We have a history of losses and may not achieve profitability in the future. We may experience quarterly fluctuations in our operating results due to a number of factors, which makes our future results difficult to predict and could cause our operating results to fall below expectations or our guidance. If we do not accurately predict subscription renewal rates or otherwise fail to forecast our revenue accurately, or if we fail to match our expenditures with corresponding revenue, our operating results could be adversely affected. Our ability to raise capital in the future may be limited, and our failure to raise capital when needed could prevent us from growing. 5 PART I A Financial Information A A Item 1. Financial Statements HubSpot, Inc. Unaudited Consolidated Balance Sheets (in thousands) A September 30, A December 31, A A 2024 A 2023 Assets A A Current assets: A A Cash and cash equivalents A \$ 410,060 A \$ 387,987 Short-term investments A 1,527,928 A 1,000,245 Accounts receivable, net of allowance for doubtful accounts of \$5,357 A at September 30, 2024 and \$5,164 A at December 31, 2023 A 278,893 A 295,303 Deferred commission expense A 135,116 A 99,326 Prepaid expenses and other current assets A 86,704 A 86,879 Total current assets A 2,438,701 A 1,871,540 Long-term investments A 165,623 A 325,703 Property and equipment, net A 110,950 A 103,331 Capitalized software development costs, net A 144,829 A 106,229 Right-of-use assets A 225,922 A 251,071 Deferred commission expense, net of current portion A 149,619 A 122,194 Other assets A 112,045 A 75,247 Intangible assets, net A 35,211 A 42,316 Goodwill A 174,158 A 173,761 Total assets A 3,557,058 A 3,071,392 Liabilities and stockholders' equity A A Current liabilities: A A Accounts payable A \$ 5,267 A \$ 9,106 Accrued compensation costs A

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December 31, 2023. The following tables summarize the composition of our short- and long-term investments at September 30, 2024 and December 31, 2023.

	September 30, 2024	September 30, 2023
Average Fair Value	\$ 1,185,974	\$ 1,185,974
Commercial paper	\$ 10,516	\$ 10,516
Corporate bonds	\$ 274,178	\$ 1,386
U.S. Government agency securities	\$ 118,597	\$ 586
U.S. Treasury securities	\$ 1,287,149	\$ 1,293
Total	\$ 1,690,440	\$ 1,288,410
Aggregate Fair Value	\$ 1,690,440	\$ 1,288,410
Commercial paper	\$ 11,513	\$ 11,513
Corporate bonds	\$ 237,662	\$ 422
U.S. Treasury securities	\$ 953,457	\$ 1,087
Total	\$ 1,325,046	\$ 1,325,046

For all of our securities for which the amortized cost basis was greater than the fair value at September 30, 2024, the Company has concluded that there is no plan to sell the security nor is it more likely than not that the Company would be required to sell the security before its anticipated recovery. The Company further assesses whether the decline in fair value below amortized cost is due to credit or non-credit related factors by considering the extent to which fair value is less than amortized cost, credit ratings, the financial health of the industry and sector of the issuer, the overall risk profile of the securities, overall macroeconomic conditions, and more. As of September 30, 2024, no allowance for credit losses in investments was recorded. Contractual MaturitiesThe contractual maturities of short-term and long-term investments held at September 30, 2024 and December 31, 2023 are as follows:

	September 30, 2024	September 30, 2023
Due within one year	\$ 1,526,159	\$ 1,527,928
Due after one year through two years	\$ 1,000,447	\$ 1,000,245
Due after two years through three years	\$ 164,281	\$ 165,623
Due after three years	\$ 324,599	\$ 325,703
Total	\$ 1,690,440	\$ 1,693,551

The following table provides a reconciliation of cash, cash equivalents, and restricted cash reported within the consolidated balance sheets that sum to the total of the same such amounts shown in the statement of cash flows for the nine months ended September 30, 2024 and 2023.

	September 30, 2024	September 30, 2023
Cash and cash equivalents	\$ 410,060	\$ 535,545
Restricted cash	\$ 387,987	\$ 387,987
Total	\$ 798,047	\$ 923,532

The Company enters into foreign currency forward contracts to reduce the risk of variability in future cash flow due to foreign currency exchange rate fluctuation from certain forecasted revenue transactions billed in currencies other than the U.S. Dollar. These transactions are designated as cash flow hedges. The foreign currency forward contracts have maturities 12 months or less. Hedge effectiveness is assessed at inception and at each reporting period utilizing statistical regression analysis. The derivatives are subject to master netting arrangements and are disclosed on a gross basis on the consolidated balance sheets. Unrealized foreign exchange gains or losses related to those designated cash flow hedge contracts are recorded in accumulated other comprehensive income ("AOI") and are reclassified into revenues in the same periods when the hedged transactions are recognized in earnings. Cash flows from the settlement of these forward contracts are classified as operating activities on the consolidated statements of cash flows. As of September 30, 2024, the Company had designated cash flow hedge forward contracts with notional amounts equivalent to \$28.1 million. The following summarizes the fair value of derivative financial instruments as of September 30, 2024 and December 31, 2023:

	September 30, 2024	September 30, 2023
Cash flow hedges	\$ 766	\$ 766
Total	\$ 766	\$ 766

The following table presents the activity of foreign currency forward contracts designated as hedging instruments and the impact of these derivatives on AOI:

	September 30, 2024	September 30, 2023
Beginning balance at January 1	\$ 424	\$ 424
Net losses recognized in other comprehensive income, net of tax	\$ 1,245	\$ 1,245
Ending balance at September 30	\$ 1,669	\$ 1,669

The effect of hedges on the consolidated statements of operations was as follows:

	Three Months Ended September 30, 2024	Nine Months Ended September 30, 2024	Three Months Ended September 30, 2023	Nine Months Ended September 30, 2023
Revenue	\$ (254)	\$ (310)	\$ (254)	\$ (310)
Losses reclassified from AOI related to cash flow hedges	\$ -	\$ -	\$ -	\$ -
Net amount of unrealized gain (losses) before tax on the foreign currency contracts expected to be reclassified into revenue over the next 12 months is approximately	\$ 0.3 million	\$ 0.3 million	\$ 0.3 million	\$ 0.3 million

Property and EquipmentProperty and equipment consists of the following:

	September 30, 2024	December 31, 2023
Computer equipment and purchased software	\$ 17,080	\$ 16,395
Employee related computer equipment	\$ 60,064	\$ 50,018
Furniture and fixtures	\$ 21,062	\$ 20,666
Leasehold improvements	\$ 113,709	\$ 112,714
Internal-use software	\$ 66,357	\$ 48,894
Construction in progress	\$ 160	\$ 160
Total property and equipment	\$ 278,432	\$ 248,687
Less: accumulated depreciation	\$ (167,482)	\$ (145,356)
Property and equipment, net	\$ 110,950	\$ 103,331

Depreciation and amortization expense on property and equipment was \$7.8 million for the three months ended September 30, 2024, \$21.9 million for the nine months ended September 30, 2024, \$7.7 million for the three months ended September 30, 2023, and \$21.8 million for the nine months ended September 30, 2023.

Capitalized Software Development CostsCapitalized software development costs, exclusive of those recorded within property and equipment, consisted of the following:

	September 30, 2024	December 31, 2023
Gross capitalized software development costs	\$ 344,049	\$ 257,052
Accumulated amortization	\$ (199,220)	\$ (150,823)
Capitalized software development costs, net	\$ 144,829	\$ 106,229

These capitalized software development costs are associated with software developed for the Company's customer platform. Capitalized software development costs recorded within property and equipment are associated with software developed for Company use. Amortization of capitalized software development costs, exclusive of costs recorded within property and equipment, was \$21.0 million for the three months ended September 30, 2024, \$54.8 million for the nine months ended September 30, 2024, \$12.6 million for the three months ended September 30, 2023, and \$33.1 million for the nine months ended September 30, 2023.

Convertible Senior Notes2025 Convertible Senior Notes and Capped Call OptionsIn June 2020, the Company issued \$400 million aggregate principal amount of 0.375% convertible senior notes due June 1, 2025 (the "2025 Notes"). In a private offering and an additional \$60 million aggregate principal amount of the 2025 Notes pursuant to the exercise in full of the over-allotment options of the initial purchasers. The interest rate is fixed at 0.375% per annum and is payable semi-annually in arrears on June 1 and December 1 of each year. The total net proceeds from the debt offering, after deducting initial purchase discounts and debt issuance costs, were approximately \$450.1 million. Each \$1,000 of principal amount of the 2025 Notes will initially be convertible into 3.5396 shares of the Company's common stock (the "Conversion Option of the 2025 Notes"), which is equivalent to an initial conversion price of approximately \$282.52 per share, subject to adjustment upon the occurrence of certain specified events. On or after March 1, 2025 until the close of business on the second scheduled trading day immediately preceding the maturity date, holders may convert their 2025 Notes at any time. The 2025 Notes will be convertible at the option of the holders prior to the close of business on the business day immediately preceding March 1, 2025 under certain circumstances as described in the indenture governing the 2025 Notes (the "Indenture"). Upon conversion, the Company will pay or deliver, as the case may be, cash, shares of the Company's common stock or a combination of cash and shares of the Company's common stock, at the Company's election. The 2025 Notes are classified as short-term debt and the Company expects to settle the principal amount of the 2025 Notes in cash. Because the last reported sale price of the Company's common stock for at least 20 trading days during the period of 30 consecutive trading days ending on the last trading day of the 18 calendar quarter ended September 30, 2024 was equal to or greater than 130% of the applicable conversion price on each applicable trading day, the 2025 Notes are convertible at the option of the holders thereof during the calendar quarter ending December 31, 2024. As of November 1, 2024, the Company has not received any conversion notices. The net carrying amount of the liability component of the 2025 Notes is as follows:

	September 30, 2024	As of December 31, 2023
Principal	\$ 459,049	\$ 459,049
Unamortized issuance costs	\$ (1,375)	\$ (2,870)
Net carrying amount	\$ 457,674	\$ 456,206
Interest expense related to the 2025 Notes is as follows:	\$ 431	\$ 431
Contractual interest expense	\$ 430	\$ 431
Amortization of issuance costs	\$ 499	\$ 497
Total interest expense	\$ 929	\$ 928

In connection with the offering of the 2025 Notes, the Company purchased capped call options (the "Capped Call Options") with respect to its common stock for \$50.6 million. The Capped Call Options are purchased call options that give the Company the option to purchase up to approximately 1.6 million shares of its

[illegible]

and Enterprise products, as well as the addition of customers from the acquisition of Clearbit. Professional services and other revenue increased during the three months ended September 30, 2024 compared to the same period in 2023 primarily due to an increase in other revenue streams, including Commerce Hub. A Nine month change Subscription revenue increased during the three months ended September 30, 2024 compared to the same period in 2023 primarily due to the increase in Customers, which grew from 194,098 as of September 30, 2023 to 238,128 as of September 30, 2024. Average Subscription Revenue per Customer decreased from \$11,457 for the nine months ended September 30, 2023 to \$11,324 for the nine months ended September 30, 2024. The growth in Customers was primarily driven by increased demand for our lower-priced Starter products, as well as Professional and Enterprise products from our new seats model. The decrease in Average Subscription Revenue per Customer was primarily by continued purchases of our lower-priced Starter products and the impact of our new seats pricing model, offset by a continued demand for our Professional and Enterprise products, as well as the addition of customers from the acquisition of Clearbit. Professional services and other revenue increased during the nine months ended September 30, 2024 compared to the same period in 2023 primarily due to an increase in other revenue streams, including Commerce Hub. Cost of Revenue, Gross Profit and Gross Margin Percentage A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A 2024 A A 2023 A A Change A A Change A A Total cost of revenue A \$ 99,324 A A \$ 85,640 A A \$ 13,684 A A 16 % A \$ 289,928 A A \$ 250,921 A A \$ 39,007 A A 16 % Gross profit A \$ 570,397 A A \$ 471,917 A A \$ 98,480 A A 21 % A \$ 1,634,437 A A \$ 1,337,394 A A \$ 297,043 A A 22 % Gross margin percentage A A 85 % A A 85 % A A A A 85 % A A 84 % A A A A Total cost of revenue for the three and nine months ended September 30, 2024 increased compared to the same period in 2023 primarily due to an increase in subscription and hosting costs, amortization of capitalized software development costs, amortization of acquired technology and employee-related costs, offset by a decrease in allocated overhead expenses. Gross margins remained consistent year-over-year. A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A Subscription cost of revenue A \$ 85,066 A A \$ 71,895 A A \$ 13,171 A A 18 % A \$ 247,408 A A \$ 210,011 A A \$ 37,397 A A 18 % Percentage of subscription revenue A 13 % A 13 % A A A A 13 % A A 14 % A A A A 28 A The increase in subscription cost of revenue for the three and nine months ended September 30, 2024 compared to the same period in 2023 was primarily due to the following: A A Change A A Three Months A A Nine Months A A (in thousands) A Subscription and hosting costs A \$ 2,772 A A \$ 9,783 A Amortization of capitalized software development costs A \$ 7,479 A A \$ 19,253 A Amortization of acquired technology A 1,474 A A 4,430 A Employee-related costs A 1,527 A A 5,791 A Allocated overhead expenses A (81) A A (1,860) A A \$ 13,171 A A \$ 37,397 A A Three month change Subscription and hosting costs increased primarily due to growth in our Customer base from 194,098 as of September 30, 2023 to 238,128 as of September 30, 2024. We also saw higher subscription and hosting costs as we continued to focus on the security, reliability and performance of our customer platform. Amortization of capitalized software development costs increased due to the increased number of developers working on our software platform as we continued to develop new products and increased functionality. Amortization of acquired technology increased due to the amortization of acquired technology associated with our acquisition of Clearbit in December 2023. Employee-related costs increased as a result of increased headcount as we continue to grow our customer support organization to support our customer growth and improve service levels and offerings. Allocated overhead expenses increased due to an increase in shared company third-party services costs. A Nine month change Subscription and hosting costs increased primarily due to growth in our Customer base from 194,098 as of September 30, 2023 to 238,128 as of September 30, 2024. We also saw higher subscription and hosting costs as we continued to focus on the security, reliability and performance of our customer platform. Amortization of capitalized software development costs increased due to the increased number of developers working on our software platform as we continued to develop new products and increased functionality. Amortization of acquired technology increased due to the amortization of acquired technology associated with our acquisition of Clearbit in December 2023. Employee-related costs increased as a result of increased headcount as we continue to grow our customer support organization to support our customer growth and improve service levels and offerings. Allocated overhead expenses decreased primarily due to the reduction of our leased space as a result of the global lease consolidation under the Restructuring Plan, offset slightly by an increase in shared company third-party services costs. A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A Professional services and other cost of revenue A \$ 14,258 A A \$ 13,745 A A \$ 513 A A 4 % A \$ 42,520 A A \$ 40,910 A A \$ 1,610 A A 4 % Percentage of professional services and other revenue A A 95 % A A 117 % A A A A 101 % A A 117 % A A A A The increase in professional services and other cost of revenue for three and nine months ended September 30, 2024 compared to the same period in 2023 was primarily due to the following: A A Change A A Three Months A A Nine Months A A (in thousands) A Allocated overhead and other expenses A \$ 2,339 A A \$ 6,979 A Employee-related costs A (1,826) A A (5,369) A A \$ 513 A A \$ 1,610 A A A A Three month change 29 A Allocated overhead and other expenses increased primarily due to increased costs associated with our other service offering, including Commerce Hub. Employee-related costs decreased as we continue to leverage our Solutions Partners to deliver on-boarding and other professional services. A Nine month change Allocated overhead and other expenses increased primarily due to increased costs associated with our other service offerings, including Commerce Hub. Employee-related costs decreased as we continue to leverage our Solutions Partners to deliver on-boarding and other professional services. Research and Development A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A Professional services and other cost of revenue A \$ 14,258 A A \$ 13,745 A A \$ 513 A A 4 % A \$ 42,520 A A \$ 40,910 A A \$ 1,610 A A 4 % Percentage of professional services and other revenue A A 95 % A A 117 % A A A A 101 % A A 117 % A A A A The increase in professional services and other cost of revenue for three and nine months ended September 30, 2024 compared to the same period in 2023 was primarily due to the following: A A Change A A Three Months A A Nine Months A A (in thousands) A Allocated overhead and other expenses A \$ 2,339 A A \$ 6,979 A Employee-related costs A (1,826) A A (5,369) A A \$ 513 A A \$ 1,610 A A A A Three month change 29 A Allocated overhead and other expenses increased primarily due to increased costs associated with our other service offering, including Commerce Hub. Employee-related costs decreased as we continue to leverage our Solutions Partners to deliver on-boarding and other professional services. Research and Development A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A Research and development A \$ 191,185 A A \$ 156,871 A A \$ 34,314 A A 22 % A \$ 565,001 A A \$ 454,511 A A \$ 110,490 A A 24 % Percentage of total revenue A 29 % A 28 % A A A A 29 % A 29 % A A A A The increase in research and development expense for the three and nine months ended September 30, 2024 compared to the same period in 2023 was primarily due to the following: A A Change A A Three Months A A Nine Months A A (in thousands) A Employee-related costs A \$ 29,658 A A \$ 101,100 A Allocated overhead expenses A 4,314 A A 7,079 A Professional fees A 342 A A 2,311 A A \$ 34,314 A A \$ 110,490 A A Three month change Employee-related costs increased as a result of increased headcount as we continued to grow our engineering organization to develop new products, increase functionality and to maintain our existing customer platform. Allocated overhead expenses increased due to an increase in shared company expenses associated with our systems and infrastructure as we continued to grow our business. Professional fees increased due to an increase in the use of third-party services and contractors. A Nine month change Employee-related costs increased as a result of increased headcount as we continued to grow our engineering organization to develop new products, increase functionality and to maintain our existing customer platform. Allocated overhead expenses increased due to an increase in shared company expenses associated with our systems and infrastructure as we continued to grow our business. Professional fees increased due to an increase in the use of third-party services and contractors. A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A Sales and marketing A \$ 309,928 A A \$ 271,448 A A \$ 38,480 A A 14 % A \$ 904,010 A A \$ 787,423 A A \$ 116,587 A A 15 % Percentage of total revenue A 46 % A 49 % A A A A 47 % A A 50 % A A A A 30 A The increase in sales and marketing expense for the three and nine months ended September 30, 2024 compared to the same period in 2023 was primarily due to the following: A A Change A A Three Months A A Nine Months A A (in thousands) A Employee-related costs A \$ 33,737 A A \$ 101,911 A Marketing programs A 1,794 A A 9,412 A Allocated overhead expenses A 1,626 A A 5,786 A Solutions Partner commissions A 1,323 A A (522) A A \$ 38,480 A A \$ 116,587 A A Three month change Employee-related costs increased as a result of increased headcount as we expanded our selling and marketing organizations to grow our customer base. Marketing programs increased due to the timing and size of certain marketing efforts as we made investments in attracting new customers. Allocated overhead expenses increased due to an increase in shared company expenses associated with our systems and infrastructure. Solutions Partner commissions increased as a result of increased revenue generated through our Solutions Partners, partially offset by certain costs that are deferred and amortized over two to four years as we changed the duration of certain Solutions Partner commissions term from lifetime to three years. A Nine month change Employee-related costs increased as a result of increased headcount as we expanded our selling and marketing organizations to grow our customer base. Marketing programs increased due to the timing and size of certain marketing efforts as we made investments in attracting new customers. Allocated overhead expenses increased due to an increase in shared company expenses associated with our systems and infrastructure. Solutions Partner commissions decreased as we changed the duration of certain Solutions Partner commissions term from lifetime to three years and began to defer these costs and amortize over a period of approximately two to four years in the first quarter of 2023. This was partially offset by increases in Solutions Partner commissions as a result of increased revenue generated through our Solutions Partners. General and Administrative A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A 2024 A A 2023 A A Change A A Change A A General and administrative A \$ 77,928 A A \$ 61,308 A A \$ 16,620 A A 27 % A \$ 219,380 A A \$ 179,939 A A \$ 39,441 A A 22 % Percentage of total revenue A 12 % A 11 % A A A A 11 % A A 11 % A A A A The increase in general and administrative expense for the three and nine months ended September 30, 2024 compared to the same period in 2023 was primarily due to the following: A A Change A A Three Months A A Nine Months A A (in thousands) A Employee-related costs A \$ 11,008 A A \$ 26,563 A Customer credit card fees A 955 A A 3,129 A Allocated overhead expenses A 2,528 A A 4,721 A Professional fees A 2,129 A A 5,028 A A \$ 16,620 A A \$ 39,441 A A Three month change Employee-related costs increased as a result of increased headcount as we grew our business and required additional personnel to support our expanded operations. Customer credit card fees increased due to increased customer transactions as we continued to grow our business. Allocated overhead expenses increased due to an increase in shared company expenses associated with our systems and infrastructure as we continued to grow our business. Professional fees increased due to an increase in the use of third-party services and contractors. A 31 A Nine month change Employee-related costs increased as a result of increased headcount as we grew our business and required additional personnel to support our expanded operations. Customer credit card fees increased due to increased customer transactions as we continued to grow our business. Allocated overhead expenses increased due to an increase in shared company expenses associated with our systems and infrastructure as we continued to grow our business. Professional fees increased due to an increase in the use of third-party services and contractors. Restructuring A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A 2024 A A 2023 A A Change A A Change A A Restructuring A A Change A A Restructuring A \$ 987 A A \$ 846 A A \$ 141 A A 17 % A \$ 2,847 A A \$ 93,296 A A \$ (90,449) A -97 % Percentage of total revenue A * A * A A A A A A 6 % A A A A Three month change A Restructuring charges in the three and nine months ended September 30, 2024 consists of only variable facilities-related costs on unused space. Restructuring charges were \$0.8 million in the three months ended September 30, 2023 due to the implementation of the Restructuring Plan in the first quarter of 2023 and its continued execution during the third quarter. Restructuring costs consisted primarily of facilities related costs for the terminations and abandonments of leases globally. A Nine month change A Restructuring charges in the nine months ended September 30, 2024 consists of only variable facilities-related costs on unused space. Restructuring charges were \$93.3 million in the nine months ended September 30, 2023 due to the implementation of the Restructuring Plan in the first quarter of 2023 and its continued execution during the third quarter. Restructuring costs primarily consisted of \$26.9 million of severance, employee related benefits and other costs, and \$66.4 million related to facilities for the termination and abandonment of leases globally. A Interest income A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A 2024 A A 2023 A A Change A A Interest income A \$ 21,780 A A \$ 16,181 A A \$ 5,599 A A 35 % A \$ 60,877 A A \$ 40,195 A A \$ 20,682 A A 51 % Percentage of total revenue A 3 % A 3 % A A A A A 3 % A 3 % A A A A Three and Nine month change Interest income primarily consists of interest earned on invested cash and cash equivalents balances and investments. The increase during the three and nine months ended September 30, 2024 is due to an increase in yields on our investment balances. Interest expense A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A 2024 A A 2023 A A Change A A Interest expense A \$ (936) A A \$ (950) A A \$ 14 A A (1) % A \$ (2,772) A A \$ (2,817) A A \$ 45 A A (2) % Percentage of total revenue A * A * A A A A A A * A A A A A A A A * not meaningful A Three and Nine month change Interest expense primarily consists of amortization of the debt discount and issuance costs and contractual interest expense related to our 2025 Notes. Interest expense remained relatively consistent. Other income (expense) A 32 A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A 2024 A A 2023 A A Change A A Change A A Other (expense) income A \$ (565) A A \$ (1,664) A A \$ 1,099 A A (66) % A \$ 14,381 A A \$ (2,128) A A \$ 16,509 A A 776 % Percentage of total revenue A * A A * A A A A A 1 % A A A A A A A A * not meaningful A The change in other income (expense) during the three and nine months ended September 30, 2024 is primarily due to the following: A A Change A A Three Months A A Nine Months A A (in thousands) A Foreign currency gains and losses A \$ 1,099 A A \$ 2,048 A Impairment of strategic investments A A æ" A A (4,094) Gain on strategic investments A A æ" A A 18,555 A A \$ 1,099 A A \$ 16,509 A A Three month change Other income (expense) primarily consists of the impact of foreign currency transaction gains and losses associated with monetary assets and liabilities. The change in foreign currency transactions is primarily attributable to the increase in the value of the Euro and British Pound Sterling relative to the U.S. Dollar. A Nine month change Other income (expense) primarily consists of the impact of foreign currency transaction gains and losses associated with monetary assets and liabilities. The change in foreign currency transactions is primarily attributable to the increase in the value of the Euro and British Pound Sterling relative to the U.S. Dollar. The increase in the impairment of and gain on strategic investments is due to an impairment of \$4.1 million and gains of \$18.6 million from observable price changes in the value of certain strategic investments in the nine months ended September 30, 2024 that did not occur in 2023. Income tax expense A A Three Months Ended September 30, A A \$ A % A Nine Months Ended September 30, A A \$ A % A (dollars in thousands) A 2024 A A 2023 A A Change A A Change A A Income tax (expense) benefit A \$ (2,502) A A \$ 1,412 A A \$ (3,914) A A (277) % A \$ (16,040) A A \$ (9,575) A A (64) % Effective tax rate A (23) % A (28) % A A A A A A (102) % A 7 % A A A A Three and nine month change Income tax expense consists of current and deferred taxes for U.S. and international jurisdictions. The increase in income tax expense was primarily due to an increase in income generated in tax paying jurisdictions. In December 2021, the Organization for Economic Cooperation and Development (æœOECDæ) released Pillar Two Global Anti-Base Erosion Model Rules (æœPillar Twoæ), designed to ensure large corporations are taxed at a minimum rate of 15% in all countries of operation. Although the U.S. has not yet enacted legislation implementing Pillar Two, other countries where the Company does business have enacted legislation implementing Pillar Two which are effective on January 1, 2024. The implementation of Pillar Two in each jurisdiction in which we operate does not have a material impact on our effective tax rate. We will continue to evaluate the impact as jurisdictions implement legislation. Liquidity and Capital Resources Our principal sources of liquidity to date have been cash and cash equivalents, net accounts receivable, our common stock offerings, and our convertible notes offerings. The following table shows cash and cash equivalents, working capital, net cash and cash equivalents provided by operating activities, net cash and cash equivalents used in investing activities, and net cash and cash equivalents provided by financing activities 33 A for the nine months ended September 30, 2024 and 2023. A A Nine Months Ended September 30, A A 2024 A A 2023 A A (in thousands) A Cash and cash equivalents A \$ 410,060 A A \$ 535,545 A Working capital A \$ 950,157 A A \$ 1,148,778 A Net cash and cash equivalents provided by operating activities A 404,458 A A 246,659 A Net cash and cash equivalents used in investing activities A (430,353) A A (68,318) Net cash and cash equivalents provided by financing activities A 43,434 A A 30,363 A Our cash and cash equivalents at September 30, 2024 were held for working capital purposes. At September 30, 2024, \$238.8 million of our cash and cash equivalents was held in accounts outside the United States. We do not assert indefinite reinvestment of our foreign earnings because these earnings have been subject to United States Federal tax. While we have concluded that any incremental tax incurred upon ultimate distribution of these earnings to be immaterial, our current plans do not demonstrate a need to repatriate undistributed earnings to fund our U.S. operations. Cash from operations could be affected by various risks and uncertainties detailed in the section titled æœRisk Factorsæ included under Part II, Item 1A. However, based on our current business plan and revenue prospects, we believe that our existing cash, cash equivalents and investment balances, and our anticipated cash flows from operations will be sufficient to meet our working capital and operating resource expenditure requirements for the next twelve months. Net Cash and Cash Equivalents Provided by Operating Activities Net cash and cash equivalents provided by operating activities consists primarily of

net loss adjusted for certain non-cash items, including stock-based compensation, depreciation and amortization and other non-cash charges, net. Net cash and cash equivalents provided by operating activities during the nine months ended September 30, 2024 primarily reflected our net loss of \$0.4 million, \$68.4 million of depreciation and amortization, \$370.4 million in stock-based compensation, an impairment of strategic investments of \$4.1 million, and \$1.5 million of amortization of debt discount and issuance costs, offset by non-cash expenses that included \$36.7 million accretion of bond discounts, a gain on strategic investments of \$18.5 million, \$0.6 million benefit from deferred income taxes, and \$3.4 million of unrealized currency translation. Working capital sources of cash and cash equivalents primarily included a \$41.1 million increase in deferred revenue primarily resulting from the growth in the number of customers invoiced during the period, a \$13.9 million decrease in accounts receivable related to increased collection, a \$39.3 million decrease in accrued expenses and other liabilities, and a \$26.5 million increase in right-of-use asset. These sources of cash and cash equivalents were offset by a \$8.6 million increase in prepaid expenses and other assets, a \$32.6 million decrease in operating lease liabilities, a \$61.4 million increase in deferred commissions, and a \$1.4 million increase in accounts payable related to timing of bill payments. Net cash and cash equivalents provided by operating activities during the nine months ended September 30, 2023 primarily reflected our net loss of \$162.7 million, \$30.2 million accretion of bond discounts, offset by non-cash expenses that included \$53.5 million of depreciation and amortization, \$318.5 million in stock-based compensation, restructuring charges of \$64.9 million, and \$1.5 million of amortization of debt discount and issuance costs. Working capital sources of cash and cash equivalents primarily included a \$40.7 million increase in deferred revenue primarily resulting from the growth in the number of customers invoiced during the period, a \$13.2 million decrease in accounts receivable related to increased collection, a \$23.2 million increase in right-of-use asset, and \$44.9 million increase in accrued expenses and other liabilities. These sources of cash and cash equivalents were offset by a \$36.0 million increase in prepaid expenses and other assets, a \$28.9 million decrease in operating lease liabilities, a \$54.3 million increase in deferred commissions, and a \$5.2 million increase in accounts payable related to timing of bill payments. Net Cash and Cash Equivalents Used in Investing Activities Our investing activities have consisted primarily of purchases and maturities of investments, property and equipment purchases, purchases of strategic investments, and capitalization of software development costs. Capitalized software development costs are related to new products or improvements to our existing software platform that expands the functionality for our customers. Net cash and cash equivalents used in investing activities during the nine months ended September 30, 2024 consisted primarily of cash used for \$1.5 billion purchases of investments, \$7.6 million of purchases of strategic investments, \$3.9 million in an equity method investment, \$25.2 million of purchased property and equipment, and \$66.7 million of capitalized software development costs, offset by \$1.2 billion received related to the maturity of investments, \$2.0 million of proceeds from sale of investments, and \$1.9 million of proceeds from a net working capital settlement. 34 A Net cash and cash equivalents used in investing activities during the nine months ended September 30, 2023 consisted primarily of \$1.1 billion purchases of investments and \$25.0 million of purchased property and equipment, \$9.3 million of purchases of strategic investments, \$2.3 million in an equity method investment and \$49.3 million of capitalized software development costs. These uses of cash were offset by \$1.2 billion received related to the maturity of investments. Net Cash and Cash Equivalents Provided by Financing Activities Our financing activities have consisted primarily of the issuance of common stock under our stock plans, and payments of employee taxes related to the net share settlement of stock-based awards. For the nine months ended September 30, 2024 cash provided in financing activities consisted of \$61.2 million of proceeds related to issuance of common stock under stock plans, offset by \$17.8 million used for payment of employee taxes related to the net share settlement of stock-based awards. For the nine months ended September 30, 2023 cash used in financing activities consisted \$7.6 million used for payment of employee taxes related to the net share settlement of stock-based awards, offset by \$37.9 million of proceeds related to issuance of common stock under stock plans. Critical Accounting Policies and Estimates There have been no significant changes in our critical accounting policies and estimates during the nine months ended September 30, 2024 as compared to the critical accounting policies and estimates disclosed in our Annual Report on Form 10-K for the year ended December 31, 2023. Contractual Obligations and Commitments Contractual obligations are cash that we are obligated to pay as part of certain contracts that we have entered during our course of business. Our contractual obligations consist of operating lease liabilities that are included in our consolidated balance sheet and vendor commitments associated with agreements that are legally binding. See Note 10 for all obligations the Company is committed to in the notes to the consolidated financial statements appearing elsewhere in this Quarterly Report on Form 10-Q. Recent Accounting Pronouncements For information on recent accounting pronouncements, see Recent Accounting Pronouncements in the notes to the consolidated financial statements appearing elsewhere in this Quarterly Report on Form 10-Q. Off-Balance Sheet Arrangements As of September 30, 2024, we are committed to contribute additional capital of \$3.0 million to the Black Economic Development Fund. There were no other material off-balance sheet arrangements. Item 3. Quantitative and Qualitative Disclosures About Market Risk Foreign Currency Exchange Risk We have foreign currency risks related to our revenue, cost of revenue, and operating expenses denominated in currencies other than the U.S. dollar, primarily the Euro, British Pound Sterling, Australian dollar, Singaporean dollar, Japanese Yen, Colombian Peso and Canadian dollar. Since we translate foreign currencies into U.S. dollars for financial reporting purposes, currency fluctuations can have an impact on our financial results. In 2024, we implemented a hedging program intended to allow us to mitigate foreign exchange impacts, such as exposure to currency exchange rates in connection with significant transactions denominated in currencies other than the U.S. dollar, by entering into derivatives transactions such as foreign exchange forwards. See Note 6 in the notes to the consolidated financial statements appearing elsewhere in this Quarterly Report on Form 10-Q. Interest Rate Sensitivity Our portfolio of cash and cash equivalents and short- and long-term investments is maintained in a variety of securities, including government agency obligations, corporate bonds and money market funds. Investments are classified as available-for-sale securities and carried at their fair market value with cumulative unrealized gains or losses recorded as a component of accumulated other comprehensive loss within stockholders' equity. A sharp rise in interest rates could have an adverse impact on the fair market 35 A value of certain securities in our portfolio. We do not currently hedge our interest rate exposure and do not enter into financial instruments for trading or speculative purposes. Market Risk and Market Interest Risk In June 2020, we issued \$460 million aggregate principal amount of convertible senior notes due June 1, 2025, of which \$459.0 million remains outstanding as of September 30, 2024. The fair value of the 2025 Notes is subject to interest rate risk, market risk and other factors due to the convertible feature. The fair value of the 2025 Notes will generally increase as our common stock price increases and will generally decrease as our common stock price declines in value. The interest and market value changes affect the fair value of the 2025 Notes but do not impact our financial position, cash flows or results of operations due to the fixed nature of the debt obligation. Generally, the fair values of the 2025 Notes will increase as interest rates fall and decrease as interest rates rise. Additionally, we carry the 2025 Notes at face value less unamortized discount on our balance sheet, and we present the fair value for required disclosure purposes only. The Federal Reserve has raised, and may continue to raise interest rates in an effort to combat high inflation. There continues to be uncertainty in the changing market and economic conditions, including the possibility or additional measures that could be taken by the Federal Reserve and other government agencies, related to concerns over inflation risk. The table below provides a sensitivity analysis of hypothetical 10% changes of our stock price as of September 30, 2024 and the estimated impact on the fair value of the 2025 Notes. The selected scenarios are not predictions of future events, but rather are intended to illustrate the effect such an event may have on the fair value of the 2025 Notes. 2025 Notes Hypothetical change in HubSpot stock price A Fair value A Estimated change in fair value A Hypothetical percentage increase (decrease) in fair value A 10% increase A \$ 958,756 A \$ 94,573 A 11 % No change A \$ 864,183 A \$ 864,183 A 10% decrease A \$ 779,011 A \$ (85,172) A (10 %) Item 4. Controls and Procedures Evaluation of Disclosure Controls and Procedures. Our management, with the participation of our principal executive officer and principal financial officer, has evaluated the effectiveness of our disclosure controls and procedures (as defined in Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934, as amended (the "Exchange Act")), as of the three months ended September 30, 2024 covered by this Quarterly Report on Form 10-Q. Based on such evaluation, our principal executive officer and principal financial officer have concluded that as of such date, our disclosure controls and procedures were effective. Changes in Internal Control Over Financial Reporting. There was no change in our internal control over financial reporting (as defined in Rules 13a-15(f) and 15d-15(f) under the Exchange Act) that occurred during the period covered by this Quarterly Report on Form 10-Q that has materially affected, or is reasonably likely to materially affect, our internal control over financial reporting. Inherent Limitations of Internal Controls. Our management, including our Chief Executive Officer and Chief Financial Officer, does not expect that our disclosure controls and procedures or our internal controls will prevent all errors and all fraud. A control system, no matter how well conceived and operated, can provide only reasonable, not absolute, assurance that the objectives of the control system are met. Because of the inherent limitations in all control systems, no evaluation of controls can provide absolute assurance that all control issues and instances of fraud, if any, within the Company have been detected. These inherent limitations include the realities that judgments in decision-making can be faulty, and that breakdowns can occur because of a simple error or mistake. Additionally, controls can be circumvented by the individual acts of some persons, by collusion of two or more people, or by management override of the control. The design of any system of controls also is based in part upon certain assumptions about the likelihood of future events, and there can be no assurance that any design will succeed in achieving its stated goals under all potential future conditions. Over time, controls may become inadequate because of changes in conditions, or the degree of compliance with the policies or procedures may deteriorate. Because of the inherent limitations in a cost-effective control system, misstatements due to error or fraud may occur and not be detected. 36 A PART II Other Information Item 1. Legal Proceedings From time to time we may become involved in legal proceedings or be subject to claims arising in the ordinary course of our business. Although the results of litigation and claims cannot be predicted with certainty, we currently believe that the final outcome of these ordinary course matters will not have a material adverse effect on our business, operating results, financial condition or cash flows. Regardless of the outcome, litigation can have an adverse impact on us because of defense and settlement costs, diversion of management resources and other factors. A Item 1A. RISK FACTORS An investment in our common stock involves a high degree of risk. You should carefully consider the risks described below and the other information in this Quarterly Report on Form 10-Q and in our other public filings before making an investment decision. Our business, prospects, financial condition, or operating results could be harmed by any of these risks, as well as other risks not currently known to us or that we currently consider immaterial. If any such risks and uncertainties actually occur, our business, financial condition or operating results could differ materially from the plans, projections and other forward-looking statements included in the section titled "Management's Discussion and Analysis of Financial Condition and Results of Operations" and elsewhere in this Quarterly Report on Form 10-Q and in our other public filings. The trading price of our common stock could decline due to any of these risks, and, as a result, you may lose all or part of your investment. A Risks Related to Our Business and Strategy We are dependent upon customer renewals, the addition of new customers, increased revenue from existing customers and the continued growth of the market for a customer platform. We derive, and expect to continue to derive, a substantial portion of our revenue from the sale of subscriptions to our customer platform. The market for inbound marketing, sales, service, operations, commerce and customer management products is still evolving, and competitive dynamics may cause pricing levels to change as the market matures and as existing and new market participants introduce new types of point applications and different approaches to enable businesses to address their respective needs. As a result, we may be forced to, or strategically choose to, reduce the prices we charge for our platform and may be unable to renew existing customer agreements or enter into new customer agreements at the same prices and upon the same terms that we have historically. In addition, our growth strategy involves a scalable pricing model (including freemium versions of our products and our recent seats-based pricing model changes) intended to provide opportunities to increase the value of our customer relationships over time, including as customers expand their use of our platform, or we sell to other parts of their organizations, cross-sell additional products and seats through touchless or low touch in product purchases, and upsell additional offerings and features. If our scalable pricing and cross-selling efforts are unsuccessful or if our existing customers do not expand their use of our platform or adopt additional offerings and features, or if the anticipated benefits from scalable pricing take longer to realize or are not realized at all, our revenue and operating results may suffer. A Our subscription renewal rates may decrease, and any decrease could harm our future revenue and operating results. Our customers have no obligation to renew their subscriptions for our platform after the expiration of their subscription periods, substantially all of which are one year or less. In addition, our customers may seek to renew for lower subscription tiers, for fewer contacts or seats, or for shorter contract lengths. Also, customers may choose not to renew their subscriptions for a variety of reasons. Our renewal rates may decline or fluctuate as a result of a number of factors, including limited customer resources, pricing changes, the prices of services offered by our competitors, adoption and utilization of our platform and add-on applications by our customers, adoption of our new products, customer satisfaction with our platform, mergers and acquisitions affecting our customer base, reductions in our customers' spending levels or declines in customer activity as a result of economic downturns or uncertainty in financial markets. If our customers do not renew their subscriptions for our platform or decrease the amount they spend with us, our revenue will decline and our business will suffer. A In addition, a subscription model creates certain risks related to the timing of revenue recognition and potential reductions in cash flows. A portion of the subscription-based revenue we report each quarter results from the recognition of deferred revenue relating to subscription agreements entered into during previous quarters. In addition, we do not record deferred revenue beyond 37 A amounts invoiced as a liability on our balance sheet. A decline in new or renewed subscriptions in any period may not be immediately reflected in our reported financial results for that period, but may result in a decline in our revenue in future quarters. If we were to experience significant downturns in subscription sales and renewal rates, our reported financial results might not reflect such downturns until future periods. A We face significant competition from both established and new companies offering marketing, sales, customer service, operations, commerce, and content management software and other related applications, as well as internally developed software, which may harm our ability to add new customers, retain existing customers and grow our business. A The marketing, sales, customer service, operations, commerce, and content management software market is evolving, highly competitive and significantly fragmented. With the introduction of new technologies and the potential entry of new competitors into the market, we expect competition to persist and intensify in the future, which could harm our ability to increase sales, maintain or increase renewals and maintain our prices. A We face intense competition from other software companies that develop marketing, sales, customer service, operations, and content management software and from marketing services companies that provide interactive marketing services. Competition could significantly impede our ability to sell subscriptions to our customer platform on terms favorable to us. Our current and potential competitors may develop and market new technologies including as a result of new or better use of evolving artificial intelligence ("AI") technologies that render our existing or future products less competitive, or obsolete. In addition, if these competitors develop products with similar or superior functionality to our platform, we may need to decrease the prices or accept less favorable terms for our platform subscriptions in order to remain competitive. If we are unable to maintain our pricing due to competitive pressures, our margins will be reduced and our operating results will be negatively affected. Our competitors include: A cloud-based marketing automation providers; A email marketing software vendors; A sales force automation and CRM software vendors; A large-scale enterprise suites; A customer service software providers; and A content management systems. A In addition, instead of using our platform, some prospective customers may elect to combine disparate point applications, such as content management, marketing automation, CRM, analytics and social media management. We expect that new competitors, such as enterprise software vendors that have traditionally focused on enterprise resource planning or other applications supporting back office functions, will develop and introduce applications serving customer-facing and other front office functions. This development could have an adverse effect on our business, operating results and financial condition. In addition, sales force automation and CRM vendors could acquire or develop applications that compete with our sales and CRM offerings. Some of these companies have acquired social media marketing and other marketing software providers to integrate with their broader offerings. A Our current and potential competitors may have significantly more financial, technical, marketing and other resources than we have, be able to devote greater resources to the development, promotion, sale and support of their products and services, may have more extensive customer bases and broader customer relationships than we have, and may have longer operating histories and greater name recognition than we have. As a result, these competitors may respond faster to new technologies and undertake more extensive marketing campaigns for their products. In a few cases, these vendors may also be able to offer marketing, sales, customer service and content management software at little or no additional cost by bundling it with their existing suite of applications. To the extent any of our competitors has existing relationships with potential customers for either marketing software or other applications, those customers may be unwilling to purchase our platform because of their existing relationships with our competitor. If we are unable to compete with such companies, the demand for our customer platform could substantially decline. A In addition, if one or more of our competitors were to merge or partner with another of our competitors, our ability to compete effectively could be adversely affected. Our competitors may also establish or strengthen cooperative relationships with our current or future strategic distribution and technology partners or other parties with whom we have relationships, thereby limiting our ability to promote and implement our platform. We may not be able to

compete successfully against current or future competitors, and competitive pressures may harm our business, operating results and financial condition. 38 We have experienced rapid growth and organizational change in recent periods and expect growth of headcount and operations over the long-term. If we fail to manage growth and organizational change effectively, we may be unable to execute our business plan, maintain high levels of service or address competitive challenges adequately. After the implementation of our Restructuring Plan in January 2023, our headcount and operations continued to grow. For example, we had 8,103 full-time employees as of September 30, 2024 and 7,663 as of December 31, 2023. To date, we have opened several international offices. This growth has placed, and will continue to place, a significant strain on our management, administrative, operational and financial infrastructure. We expect to continue to grow headcount and operations over the long-term. We anticipate future growth will be required over the long term to address increases in our product offerings and continued expansion. Our success will depend in part upon our ability to recruit, hire, train, manage and integrate qualified managers, technical personnel and employees in specialized roles within our company, including in technology, sales and marketing. Furthermore, as more of our employees work remotely from geographic areas across the globe on a permanent basis pursuant to our hybrid workplace model, which provides our employees with the option to be fully remote, work full-time from one of our offices, or have the flexibility to work both in the office and remotely, we may need to reallocate our investment of resources and closely monitor a variety of local regulations and requirements, including local tax laws. We may experience unpredictability in our expenses and employee work culture. If we experience any of these effects in connection with future growth, if our new employees perform poorly, or if we are unsuccessful in recruiting, hiring, training, managing and integrating new employees, or retaining our existing employees, it could materially impair our ability to attract new customers, retain existing customers and expand their use of our platform, all of which would materially and adversely affect our business, financial condition and results of operations. A Failure to effectively develop and expand our marketing, sales, customer service, operations, commerce and content management capabilities could harm our ability to increase our customer base and achieve broader market acceptance of our platform. A To increase customers and achieve broader market acceptance of our customer platform, we will need to continue to expand our marketing, sales, customer service, operations, and content management capabilities, including our sales force and third-party channel partners. We will continue to dedicate significant resources to inbound sales and marketing programs. The effectiveness of our inbound sales and marketing and third-party channel partners has varied over time and may vary in the future and depends on our ability to maintain and improve our customer platform including with respect to AI and machine learning. All of these efforts will require us to invest significant financial and other resources. Our business will be seriously harmed if our efforts do not generate a correspondingly significant increase in revenue. We may not achieve anticipated revenue growth from expanding our sales force if we are unable to hire, develop and retain talented sales personnel, if our new sales personnel are unable to achieve desired productivity levels in a reasonable period of time or if our sales and marketing programs are not effective. A The rate of growth of our business depends on the continued participation and level of service of our Solutions Partners. A We rely on our Solutions Partners to provide certain services to our customers, as well as pursue sales of our customer platform to customers. To the extent we do not attract new Solutions Partners, or existing or new Solutions Partners do not refer a growing number of customers to us, due to changes in our Solutions Partner relationship models or otherwise, our revenue and operating results would be harmed. In addition, if our Solutions Partners do not continue to provide services to our customers, we would be required to provide such services ourselves either by expanding our internal team or engaging other third-party providers, which would increase our operating costs. A If we fail to maintain our inbound thought leadership position, our business may suffer. A We believe that maintaining our thought leadership position in inbound marketing, sales, services, operations, commerce and content management is an important element in attracting new customers. We devote significant resources to develop and maintain our thought leadership position, with a focus on identifying and interpreting emerging trends in the inbound experience, shaping and guiding industry dialog and creating and sharing the best inbound practices. Our activities related to developing and maintaining our thought leadership may not yield increased revenue, and even if they do, any increased revenue may not offset the expenses we incurred in such effort. We rely upon the continued services of our management and employees with domain expertise with inbound marketing, sales, services, operations, and content management, and the loss of any key employees in this area could harm our competitive position and reputation. If we fail to successfully grow and maintain our thought leadership position, we may not attract enough new customers or retain our existing customers, and our business could suffer. A If we fail to further enhance our brand and maintain our existing strong brand awareness, our ability to expand our customer base will be impaired and our financial condition may suffer. A We believe that our development of the HubSpot brand is critical to achieving widespread awareness of our existing and future inbound experience solutions, and, as a result, is important to attracting new customers and maintaining existing customers. In the 39 A past, our efforts to build our brand have involved significant expenses, and we believe that this investment has resulted in strong brand recognition in the B2B market. Successful promotion and maintenance of our brands will depend largely on the effectiveness of our marketing efforts and on our ability to provide a reliable and useful customer platform at competitive prices. Brand promotion activities may not yield increased revenue, and even if they do, any increased revenue may not offset the expenses we incurred in building our brand. If we fail to successfully promote and maintain our brand, our business could suffer. A If we fail to adapt and respond effectively to rapidly changing technology, evolving industry standards and changing customer needs or requirements, our customer platform may become less competitive. A Our future success depends on our ability to adapt and innovate our customer platform. To attract new customers and increase revenue from existing customers, we need to continue to enhance and improve our offerings to meet customer needs at prices that our customers are willing to pay. Such efforts will require adding new functionality and responding to technological advancements, including AI and machine learning, which will increase our research and development costs. If we are unable to develop new applications that address our customers’ needs, or to enhance and improve our platform in a timely manner, we may not be able to maintain or increase market acceptance of our platform. Our ability to grow is also subject to the risk of future disruptive technologies. Access and use of our customer platform is provided via the cloud, which, itself, was disruptive to the previous enterprise software model. If new technologies emerge that are able to deliver inbound marketing software and related applications at lower prices, more efficiently, more conveniently or more securely, such technologies could adversely affect our ability to compete. A If we fail to offer high-quality customer support, our business and reputation may suffer. A High-quality education, training and customer support are important for the successful marketing, sale and use of our customer platform and for the renewal of existing customers. Providing this education, training and support requires that our personnel who manage our online training resource, HubSpot Academy, or provide customer support have specific inbound experience domain knowledge and expertise, making it more difficult for us to hire qualified personnel and to scale up our support operations. The importance of high-quality customer support will increase as we expand our business and pursue new customers. If we do not help our customers use multiple applications within our customer platform and provide effective ongoing support, our ability to sell additional functionality and services to, or to retain, existing customers may suffer and our reputation with existing or potential customers may be harmed. A We may not be able to scale our business quickly enough to meet our customers’ growing needs and if we are not able to grow efficiently, our operating results could be harmed. A As usage of our customer platform grows and as customers use our platform for additional inbound applications, such as sales and services, we will need to devote additional resources to improving our application architecture, integrating with third-party systems and maintaining infrastructure performance. In addition, we will need to appropriately scale our internal business systems and our services organization, including customer support and professional services, to serve our growing customer base, particularly as our customer demographics change over time. Any failure of or delay in these efforts could cause impaired system performance and reduced customer satisfaction. These issues could reduce the attractiveness of our customer platform to customers, resulting in decreased sales to new customers, lower renewal rates by existing customers, the issuance of service credits, or requested refunds, which could impede our revenue growth and harm our reputation. Even if we are able to upgrade our systems and expand our staff, any such expansion will be expensive and complex, requiring management’s time and attention. We could also face inefficiencies or operational failures as a result of our efforts to scale our infrastructure. Moreover, there are inherent risks associated with upgrading, improving and expanding our information technology systems. We cannot be sure that the expansion and improvements to our infrastructure and systems will be fully or effectively implemented on a timely basis, if at all. A Our ability to introduce new products and features, including new products and features that utilize artificial intelligence, is dependent on adequate research and development resources. If we do not adequately fund our research and development efforts, we may not be able to compete effectively and our business and operating results may be harmed. A To remain competitive, we must continue to develop new product offerings, applications, features and enhancements to our existing customer platform. Maintaining adequate research and development personnel and resources to meet the demands of the market is essential. If we are unable to develop our platform internally due to certain constraints, such as high employee turnover, lack of management ability or a lack of other research and development resources, we may miss market opportunities. Further, many of our competitors expend a considerably greater amount of funds on their research and development programs, and those that do not may be acquired by larger companies that would allocate greater resources to our competitors’ research and development programs. Our failure to maintain adequate research and development resources or to compete effectively with the research and development programs of our competitors could materially adversely affect our business. 40 A The development of next-generation solutions that utilize new and advanced features, including AI and machine learning, such as Breeze, involves making predictions regarding the willingness of the market to adopt such technologies over legacy solutions. The Company may be required to commit significant resources to developing new products, software and services, such as Breeze, before knowing whether such investment will result in products or services that the market will accept. A The Company’s inability, for technological or other reasons, some of which may be beyond the Company’s control, to enhance, develop, introduce and monetize products and services in a timely manner, or at all, in response to changing market conditions or customer requirements could have a material adverse effect on the Company’s business, results of operations and financial condition or could result in its products and services not achieving market acceptance or becoming obsolete. In addition, if the Company fails to deliver a compelling customer experience or accurately predict emerging technological trends and the changing needs of customers and end users, or if the features of its new products and services do not meet the demands of its customers or are not sufficiently differentiated from those of its competitors, the Company’s business, results of operations and financial condition could be materially harmed. A Uncertainty around new and emerging AI applications such as generative AI content creation, including generative AI content creation from Breeze, may require additional investment in the development of proprietary datasets, machine learning models and systems to test for accuracy, bias and other variables, which are often complex, development of new approaches and processes to provide attribution or remuneration to content creators and building systems that enable creatives to have greater control over the use of their work in the development of AI, which may be costly and could impact our profit margin if we are unable to monetize such assets. In addition, AI technologies, including generative AI, may create content that appears correct but is factually inaccurate or flawed, or contains copyrighted or other protected material, and if our customers or others use this flawed content to their detriment, we may be exposed to brand or reputational harm, competitive harm, and/or legal liability. Developing, testing and deploying AI systems may also increase the cost profile of our offerings due to the nature of the computing costs involved in such systems. A Changes in the sizes or types of businesses that purchase our platform or in the applications within our customer platform purchased or used by our customers could negatively affect our operating results. A Our strategy is to sell subscriptions to our customer platform to mid-sized businesses, but we have sold and will continue to sell to organizations ranging from small businesses to enterprises. Our gross margins can vary depending on numerous factors related to the implementation and use of our customer platform, including the sophistication and intensity of our customers’ use of our platform and the level of professional services and support required by a customer. Sales to enterprise customers may entail longer sales cycles and more significant selling efforts. Selling to small businesses may involve greater credit risk and uncertainty. If there are changes in the mix of businesses that purchase our platform or the mix of the product plans purchased by our customers, our gross margins could decrease and our operating results could be adversely affected. We have in the past completed acquisitions and may acquire or invest in other companies or technologies in the future, which could divert management’s attention, fail to meet our expectations, result in additional dilution to our stockholders, increase expenses, disrupt our operations or harm our operating results. A We have in the past acquired, and we may in the future acquire or invest in, businesses, products or technologies that we believe could complement or expand our platform, enhance our technical capabilities or otherwise offer growth opportunities. For example, in December 2023, we acquired Clearbit, a B2B data provider, and in October 2024, we acquired Cacheflow, a B2B subscription billing management and CPQ solution. We may not be able to fully realize the anticipated benefits of historical or any future acquisitions. The pursuit of potential acquisitions may divert the attention of management and cause us to incur various expenses related to identifying, investigating and pursuing suitable acquisitions, whether or not they are consummated. A There are inherent risks in integrating and managing acquisitions. If we acquire additional businesses, we may not be able to assimilate or integrate the acquired personnel, operations and technologies successfully or effectively manage the combined business following the acquisition and our management may be distracted from operating our business. We also may not achieve the anticipated benefits from the acquired business due to a number of factors, including: unanticipated costs or liabilities associated with the acquisition; incurrence of acquisition-related costs, which would be recognized as a current period expense; inability to generate sufficient revenue to offset acquisition or investment costs; the inability to maintain relationships with customers and partners of the acquired business; the difficulty of incorporating acquired technology and rights into our platform and of maintaining quality and security standards consistent with our brand; delays in customer purchases due to uncertainty related to any acquisition; the need to integrate or implement additional controls, procedures and policies; challenges caused by distance, language and cultural differences; harm to our existing business relationships with business partners and customers as a result of the acquisition; the potential loss of key employees; use of resources that are needed in other parts of our business and diversion of management and employee resources; and use of substantial portions of our available cash or the incurrence of debt to consummate the acquisition. Acquisitions also increase the risk of unforeseen legal and compliance liabilities, including for potential violations of applicable law or industry rules and 41 A regulations, arising from prior or ongoing acts or omissions by the acquired businesses which are not discovered by due diligence during the acquisition process, including data handling and privacy violations. Generally, if an acquired business fails to meet our expectations, our operating results, business and financial condition may suffer. Acquisitions could also result in dilutive issuances of equity securities or the incurrence of debt, which could adversely affect our business, results of operations or financial condition. A In addition, a significant portion of the purchase price of companies we acquire may be allocated to goodwill and other intangible assets, which must be assessed for impairment at least annually. If our acquisitions do not ultimately yield expected returns, we may be required to make charges to our operating results based on our impairment assessment process, which could harm our results of operations. A Because our long-term growth strategy involves further expansion of our sales to customers outside the United States, our business will be susceptible to risks associated with international operations. A A component of our growth strategy involves the further expansion of our operations and customer base internationally. We have formed several international entities and may plan to form additional entities in the future. These international operations focus primarily on sales, professional services and support, and select international locations have development teams. Our current international operations and future initiatives will involve a variety of risks, including: difficulties in maintaining our company culture with a dispersed and distant workforce; more stringent regulations relating to data security and the unauthorized use of, or access to, commercial and personal data, particularly in the European Union; unexpected changes in regulatory requirements, taxes or trade laws; differing labor regulations, especially in the European Union, where labor laws are generally more advantageous to employees as compared to the United States, including deemed hourly wage and overtime regulations in these locations; challenges inherent in efficiently managing an increased number of employees over large geographic distances, including the need to implement appropriate systems, policies, benefits and compliance programs; difficulties in managing a business in new markets with diverse cultures, languages, customs, legal systems, alternative dispute systems and regulatory systems; currency exchange rate fluctuations and the resulting effect on our revenue and expenses, and the cost and risk of entering into hedging transactions; global economic uncertainty caused by global political events; limitations on our ability to reinvest earnings from operations in one country to fund the capital needs of our operations in other countries; limited or insufficient intellectual property protection; international disputes, wars (such as the conflict between Russia and Ukraine and the evolving events in Israel and Gaza), political instability or terrorist activities and resulting economic instability; likelihood of potential or actual violations of domestic and international anticorruption laws, such as the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act, or of U.S. and international export control and sanctions regulations, which likelihood may increase with an increase of sales or operations in foreign jurisdictions and operations in certain industries; and adverse tax burdens and foreign exchange controls that could make it difficult to repatriate earnings and cash. A Our limited experience in operating our business internationally increases the risk that any potential future expansion efforts that we may undertake will not be successful. If in the future, we

invest substantial time and resources to expand our international operations and are unable to do so successfully and in a timely manner, our business and operating results will suffer. We continue to implement policies and procedures to facilitate our compliance with U.S. laws and regulations applicable to or arising from our international business. Inadequacies in our past or current compliance practices may increase the risk of inadvertent violations of such laws and regulations, which could lead to financial and other penalties that could damage our reputation and impose costs on us. 42

Â A Social and ethical issues relating to the use of new and evolving technologies, such as AI, in our offerings may result in reputational harm and liability. A Social and ethical issues relating to the use of new and evolving technologies such as AI in our offerings, may result in reputational harm and liability, and may cause us to incur additional research and development costs to resolve such issues. We are increasingly building AI into many of our offerings, including early-stage generative AI features. As with many innovations, AI presents risks and challenges that could affect its adoption, and therefore our business. If we enable or offer solutions that draw controversy due to their perceived or actual impact on human rights, privacy, employment, or in other social contexts, we may experience brand or reputational harm, competitive harm or legal liability. Potential government regulation related to AI use and ethics may also increase the burden and cost of research and development in this area, and failure to properly remediate AI usage or ethics issues may cause public confidence in AI to be undermined, which could slow adoption of AI in our products and services. The rapid evolution of AI will require the application of resources to develop, test and maintain our products and services to help ensure that AI is implemented ethically in order to minimize unintended, harmful impact. A Adverse litigation results could affect our business. A From time to time we may become involved in legal proceedings or be subject to claims arising in the ordinary course of our business. Litigation can be lengthy, expensive and disruptive to our operations, and can divert our managementâ€™s attention away from running our core business. The results of our litigation also cannot be predicted with certainty. Even a favorable judgment may be subject to appeals leading to protracted litigation, additional costs and the prospect that our desired outcome will be overturned. An adverse decision could result in monetary damages or injunctive relief that could affect our business, operating results or financial condition. A Risks Related to Employee Matters A If we cannot maintain our company culture as we experience changes in our workforce, we could lose the innovation, teamwork, passion and focus on execution that we believe contribute to our success and our business may be harmed. A We believe that a critical component to our success has been our company culture, which is based on transparency and personal autonomy. We have invested substantial time and resources in building our team within this company culture. In 2020, we made the decision to permanently move to a hybrid workplace model, which means our employees have the option to be fully remote, work full-time from one of our offices, or work both in the office and remotely. Preservation of our corporate culture has been made more difficult as the majority of our workforce has been working from home. Any failure to preserve our culture could negatively affect our ability to retain and recruit personnel and to effectively focus on and pursue our corporate objectives. As we grow and continue to develop our company infrastructure, and experience organizational change, we may find it difficult to maintain these important aspects of our company culture and our business may be adversely impacted. A We rely on our management team and other key employees, and the loss of one or more key employees could harm our business. A Our success and future growth depend upon the continued services of our management team, including our co-founders, Brian Halligan and Dharmesh Shah, our chief executive officer, Yamini Rangan, and other key employees in the areas of research and development, marketing, sales, services, operations, content management, and general and administrative functions. From time to time, there may be changes in our management team resulting from the hiring or departure of executives, which could disrupt our business. We also are dependent on the continued service of our existing software engineers and information technology personnel because of the complexity of our platform, technologies and infrastructure. We may terminate any employeeâ€™s employment at any time, with or without cause, and any employee may resign at any time, with or without cause. We do not have employment agreements with any of our key personnel. The loss of one or more of our key employees could harm our business. A The failure to attract and retain additional qualified personnel could prevent us from executing our business strategy. A To execute our business strategy, we must attract and retain highly qualified personnel. In particular, we compete with many other companies for software developers with high levels of experience in designing, developing and managing cloud-based software, as well as for skilled information technology, marketing, sales and operations professionals, and we may not be successful in attracting and retaining the professionals we need. Also, inbound sales, marketing, services, operations, and content management domain experts are very important to our success and are difficult to replace. We have from time to time in the past experienced, and we expect to continue to experience in the future, difficulty in hiring and difficulty in retaining highly skilled employees with appropriate qualifications. In particular, we have experienced a competitive hiring environment in the Greater Boston area, where we are headquartered and will continue to experience a competitive hiring environment as we recruit for remote talent worldwide. Many of 43

Â the companies with which we compete for experienced personnel have greater resources than we do. The change by companies to offer a remote or hybrid work environment may increase the competition for such employees from employers outside of our traditional office locations. In addition, if we choose to no longer offer a remote or hybrid work environment, we may face more difficulty in retaining our workforce. Further, labor is subject to external factors that are beyond our control, including our industryâ€™s highly competitive market for skilled workers and leaders, cost inflation, and workforce participation rates. In addition, if our reputation were to be harmed, whether as a result of media, legislative, or regulatory scrutiny or otherwise, it could make it more difficult to attract and retain personnel that are critical to the success of our business. A In addition, in making employment decisions, particularly in the software industry, job candidates often consider the value of equity incentives they are to receive in connection with their employment. If the price of our stock declines, or experiences significant volatility, our ability to attract or retain key employees will be adversely affected. If we fail to attract new personnel or fail to retain and motivate our current personnel, our growth prospects could be severely harmed. Risks Related to Global Economic Conditions A We are exposed to fluctuations in currency exchange rates that could adversely affect our financial results. A We face exposure to movements in currency exchange rates, which may cause our revenue and operating results to differ materially from expectations. As we have expanded our international operations, our exposure to exchange rate fluctuations has increased, in particular with respect to the Euro, British Pound Sterling, Australian Dollar, Singapore Dollar, Japanese Yen, Colombian Peso, and Canadian Dollar. Fluctuations in the value of the U.S. dollar versus foreign currencies may impact our operating results when translated into U.S. dollars. Thus, our results of operations and cash flows are subject to fluctuations due to changes in foreign currency exchange rates and may be adversely affected in the future due to changes in foreign currency exchange rates. As exchange rates vary, revenue, cost of revenue, operating expenses and other operating results, when re-measured, may differ materially from expectations. In addition, our operating results are subject to fluctuation if our mix of U.S. and foreign currency denominated transactions and expenses changes in the future. We recently implemented a hedging program intended to allow us to mitigate foreign exchange impacts, such as exposure to currency exchange rates in connection with significant transactions denominated in currencies other than the U.S. dollar, by entering into derivatives transactions such as foreign exchange forwards. We may also employ certain other strategies in the future to mitigate foreign currency risk. There can be no guarantee or assurance that such hedging program and the strategies we employ pursuant thereto will be effective to reduce or eliminate our exposure to foreign exchange rate fluctuations to the extent we anticipate, or at all. Furthermore, the hedging program and the derivatives transactions employed as part thereof involve costs and risks of their own, including ongoing management time and expertise, external costs to implement the programs and strategies, potential counterparty credit risk and liquidity risk, and potential accounting implications. Additionally, as we anticipate growing our business further outside of the United States, the effects of movements in currency exchange rates will increase as our transaction volume outside of the United States increases. A Weakened global economic conditions may harm our industry, business and results of operations. A Our overall performance depends in part on worldwide economic conditions. Global financial developments and downturns seemingly unrelated to us or the software industry may harm us. The United States and other key international economies have been affected from time to time by falling demand for a variety of goods and services, restricted credit, poor liquidity, reduced corporate profitability, volatility in credit, equity and foreign exchange markets, volatility in the banking sector, changes in the labor market, supply chain disruptions, bankruptcies, inflation and overall uncertainty with respect to the economy, including with respect to tariff and trade issues. Moreover, a potential U.S. federal government shutdown resulting from budgetary decisions, a prolonged continuing resolution, breach of the federal debt ceiling, or a potential U.S. sovereign default, and the uncertainty surrounding the 2024 U.S. Presidential Election results may increase uncertainty and volatility in the global economy and financial markets. Weak economic conditions or significant uncertainty regarding the stability of financial markets related to stock market volatility, inflation, recession, changes in tariffs, trade agreements or governmental fiscal, monetary and tax policies, among others, could adversely impact our business, financial condition and operating results. Further, weak market conditions have, and could in the future result in, impairment of our investments and long-lived assets. A Further, the economies of countries in Europe have been experiencing weakness associated with high sovereign debt levels, weakness in the banking sector, uncertainty over the future of the Eurozone and volatility in the value of the pound sterling and the Euro and instability resulting from the ongoing conflict between Russia and Ukraine. The effect of the conflict between Russia and Ukraine, including any resulting sanctions, export controls or other restrictive actions that may be imposed against governmental or other entities in, for example, Russia, have in the past contributed and may in the future contribute to disruption, instability and volatility in the global markets. We have operations, as well as current and potential new customers, throughout Europe. If economic conditions in Europe and other key markets for our platform continue to remain uncertain or deteriorate further, it could adversely 44

Â affect our customersâ€™ ability or willingness to subscribe to our platform, delay prospective customersâ€™ purchasing decisions, reduce the value or duration of their subscriptions or affect renewal rates, all of which could harm our operating results. A More recently, global inflation rates have increased to levels not seen in several decades, which may result in decreased demand for our products and services, increases in our operating costs, including our labor costs, constrained credit and liquidity, reduced government spending and volatility in financial markets. The Federal Reserve and other international government agencies have raised, and may again raise, interest rates in response to concerns over inflation risk. Increases in interest rates on credit and debt that would increase the cost of any borrowing that we may make from time to time and could impact our ability to access the capital markets. Increases in interest rates, especially if coupled with reduced government spending and volatility in financial markets, may have the effect of further increasing economic uncertainty and heightening these risks. In an inflationary environment, we may be unable to raise the sales prices of our products and services at or above the rate at which our costs increase, which could/would reduce our profit margins and have a material adverse effect on our financial results and net income. We also may experience lower than expected sales and potential adverse impacts on our competitive position if there is a decrease in consumer spending or a negative reaction to our pricing. A reduction in our revenue would be detrimental to our profitability and financial condition and could also have an adverse impact on our future growth. A There continues to be uncertainty in the changing market and economic conditions, including the possibility of additional measures that could be taken by the Federal Reserve and other domestic and international government agencies, related to concerns over inflation risk. A sharp rise in interest rates could have an adverse impact on the fair market value of certain securities in our portfolio and investments in some financial instruments could pose risks arising from market liquidity and credit concerns, which could adversely affect our financial results. A The current economic downturn may lead to decreased demand for our products and services and otherwise harm our business and results of operations. A Our overall performance depends, in part, on worldwide economic conditions. In recent months, we have observed increased economic uncertainty in the United States and abroad. Impacts of such economic weakness include: â€¢falling overall demand for goods and services, leading to reduced profitability; â€¢reduced credit availability; â€¢higher borrowing costs; â€¢reduced liquidity; â€¢changes in the labor market; â€¢supply chain disruptions; â€¢volatility in credit, equity and foreign exchange markets; and â€¢bankruptcies. A These developments could lead to inflation, higher interest rates, and uncertainty about business continuity, which may adversely affect our business and our results of operations. As our customers react to global economic conditions and the potential for a global recession, we may see them reduce spending on our products and take additional precautionary measures to limit or delay expenditures and preserve capital and liquidity. Reductions in spending on our solutions, delays in purchasing decisions, lack of renewals, inability to attract new customers, as well as pressure for extended billing terms or pricing discounts, would limit our ability to grow our business and could negatively affect our operating results and financial condition. A Risks Related to Our Technical Operations Infrastructure and Dependence on Third Parties A Interruptions or delays in service from our third-party data center providers could impair our ability to deliver our platform to our customers, resulting in customer dissatisfaction, damage to our reputation, loss of customers, limited growth and reduction in revenue. A We currently serve the majority of our platform functions from third-party data center hosting facilities operated by Amazon Web Services in the United States and Europe. We also have several colocations which host certain critical services (for example, VPN access) in various locations around the world. In addition, we use Cloudflare Global CDN to optimize content delivery across our locations. 45

Â A Any damage to, or failure of, the systems of our third-party providers could result in interruptions to our platform. Despite precautions taken at our data centers, the occurrence of spikes in usage volume, a natural disaster, such as earthquakes or hurricane, an act of terrorism, geopolitical conflict, vandalism or sabotage, a disruptive cyber attack, a decision to close a facility without adequate notice, power or telecommunications failures or other unanticipated problems at a facility could result in lengthy interruptions in the availability of our on-demand software. In the event that any of our third-party facilities arrangements is terminated, or if there is a lapse of service or damage to a facility, we could experience interruptions in our platform as well as delays and additional expenses in arranging new facilities and services. Even with current and planned disaster recovery arrangements, our business could be harmed. Also, in the event of damage or interruption, our insurance policies may not adequately compensate us for any losses that we may incur. These factors in turn could further reduce our revenue, subject us to liability and cause us to issue credits or cause customers to fail to renew their subscriptions, any of which could materially adversely affect our business. A If our customer platform has outages or fails due to defects or similar problems, and if we fail to correct any defect or other software problems, we could lose customers, become subject to service performance or warranty claims or incur significant costs. A Our customer platform and its underlying infrastructure are inherently complex and may contain material defects or errors. We release modifications, updates, bug fixes and other changes to our software several times per day, without traditional human-performed quality control reviews for each release. We have from time to time found defects in our software and may discover additional defects in the future. We may not be able to detect and correct defects or errors before customers begin to use our platform or its applications. Consequently, we or our customers may discover defects or errors after our platform has been implemented. Defects or errors could result in product outages and could also cause inaccuracies in the data we collect and process for our customers, or even the loss, damage or inadvertent release of such confidential data. We implement bug fixes and upgrades as part of our regular system maintenance, which may lead to system downtime. Even if we are able to implement the bug fixes and upgrades in a timely manner, any history of product outages, defects or inaccuracies in the data we collect for our customers, or the loss, damage or inadvertent release of confidential data could cause our reputation to be harmed, and customers may elect not to purchase or renew their agreements with us. Furthermore, these issues could subject us to service performance credits (whether offered by us or required by contract), warranty claims or increased insurance costs. The costs associated with product outages, any material defects or errors in our platform or other performance problems may be substantial and could materially adversely affect our operating results. A In addition, third-party applications and features on our customer platform may not meet the same quality standards that we apply to our own development efforts and, to the extent they contain bugs, vulnerabilities or defects, they may create disruptions in our customersâ€™ use of our products, lead to data loss, unauthorized access to customer data, damage our brand and reputation and affect the continued use of our products, any of which could harm our business, results of operations and financial condition. A If our information technology systems, including our customer platform, have outages or fail due to defects or similar problems, and if we fail to correct any defect or other software problems, it could disrupt our internal operations or services provided to customers, and could reduce our revenue, increase our expenses, damage our reputation and adversely affect our cash flows and stock price. A We rely on our information technology systems, including the sustained and uninterrupted performance of our customer platform, to manage numerous aspects of our business, including marketing, sales, content management, customer service and other internal operations. Our information technology systems are an essential component of our business and any disruption could significantly limit our ability to manage and operate our business efficiently. A Our customer platform and its underlying infrastructure are inherently complex and may contain material defects or errors. We release modifications, updates, bug fixes and other changes to our software several times per day, without traditional human-performed quality control reviews for each release. While we seek to implement secure development practices, we cannot eliminate the risk that our applications may have vulnerabilities. We have from time to time found defects in our software and may discover in the future additional defects, outages, delays or cessations of service, performance and quality problems or may produce errors in connection with systems integrations, migration work or other causes, which could result in business disruptions and the process of remediating them could be more expensive, time-consuming, disruptive and resource intensive than planned. Such disruptions could adversely impact our internal operations and interrupt other processes.

Delayed sales, lower margins or lost customers resulting from these disruptions could reduce our revenue, increase our expenses, damage our reputation and adversely affect our cash flows and stock price. A We are dependent on the continued availability of third-party data hosting and transmission services. A A significant portion of our operating cost is from our third-party data hosting and transmission services, including Amazon Web Services (   AWS  ), which hosts the substantial majority of our products and platform. If the costs for such services increase due 46 A to vendor consolidation, regulation, contract renegotiation, or otherwise, we may not be able to increase the fees for our customer platform or services to cover the changes, which could have a negative impact on our operating results. A Additionally, our customers need to be able to access our platform at any time, without interruption or degradation of performance. AWS runs its own platform that we access, and we are, therefore, vulnerable to service interruptions at AWS. We have experienced, and expect that in the future we may experience interruptions, delays and outages in service and availability due to a variety of factors, including infrastructure changes, human or software errors, website hosting disruptions and capacity constraints. In some instances, including because we do not control our service providers, we may not be able to identify the cause or causes of these problems within a period of time acceptable to our customers. Additionally, as our business continues to grow, to the extent that we do not effectively address capacity constraints, through our providers of cloud infrastructure, our results of operations may be adversely affected. In addition, any changes in service levels from our service providers may adversely affect our ability to meet our customers    requirements, result in negative publicity which could harm our reputation and brand and may adversely affect the usage of our platform. A If we do not or cannot maintain the compatibility of our customer platform with third-party applications that our customers use in their businesses, our revenue will decline. A A significant percentage of our customers choose to integrate our platform with certain capabilities provided by third-party application providers using application programming interfaces (   APIs  ) published by these providers. The functionality and popularity of our customer platform depends, in part, on our ability to integrate our platform with third-party applications and platforms, including CRM, CMS, e-commerce, call center, analytics and social media sites that our customers use and from which they obtain data. Third-party providers of applications and APIs may change the features of their applications and platforms, restrict our access to their applications and platforms, or alter the terms governing use of their applications and APIs and access to those applications and platforms in an adverse manner. Such changes could functionally limit or terminate our ability to use these third-party applications and platforms in conjunction with our platform, which could negatively impact our offerings and harm our business. If we fail to integrate our platform with new third-party applications and platforms that our customers use for marketing, sales, services, operations, commerce, or content management purposes, or fail to renew existing relationships pursuant to which we currently provide such integration, we may not be able to offer the functionality that our customers need, which would negatively impact our ability to generate new revenue or maintain existing revenue and adversely impact our business. A We rely on data provided by third parties, the loss of which could limit the functionality of our platform and disrupt our business. A Select functionality of our customer platform depends on our ability to deliver data, including search engine results and social media updates, provided by unaffiliated third parties, such as Facebook, Google, LinkedIn and Twitter. Some of this data is provided to us pursuant to third-party data sharing policies and terms of use, under data sharing agreements by third-party providers or by customer consent. In the future, any of these third parties could change its data sharing policies, including making them more restrictive, or alter its algorithms that determine the placement, display, and accessibility of search results and social media updates, any of which could result in the loss of, or significant impairment to, our ability to collect and provide useful data to our customers. These third parties could also interpret our, or our service providers    data collection policies or practices as being inconsistent with their policies, which could result in the loss of our ability to collect this data for our customers. Any such changes could impair our ability to deliver data to our customers and could adversely impact select functionality of our platform, impairing the return on investment that our customers derive from using our solution, as well as adversely affecting our business and our ability to generate revenue. A Privacy concerns and end users    acceptance of Internet behavior tracking may limit the applicability, use and adoption of our customer platform. A Privacy concerns may cause end users to resist providing the personal data necessary to allow our customers to use our platform effectively. We have implemented various features intended to enable our customers to better protect end user privacy, but these measures may not alleviate all potential privacy concerns and threats. Even the perception of privacy concerns, whether or not valid, may inhibit market adoption of our platform. Privacy advocacy groups and the technology and other industries are considering various new, additional or different self-regulatory standards that may place additional burdens on us. The costs of compliance with, and other burdens imposed by these groups    policies and actions may limit the use and adoption of our customer platform and reduce overall demand for it, or lead to significant fines, penalties or liabilities for any noncompliance or loss of any such action. A If our or our customers    security measures are compromised or unauthorized access to data of our customers or their customers is otherwise obtained, our customer platform may be perceived as not being secure, our customers may be harmed and may curtail or cease their use of our platform, our reputation may be damaged and we may incur significant liabilities. A 47 A Our operations involve the storage and transmission of data of our customers and their customers, including personal data. Our storage is typically the sole source of record for portions of our customers    businesses and end user data, such as initial contact information and online interactions. Security incidents could result in unauthorized access to, loss of or unauthorized disclosure of this information, litigation, indemnity obligations and other possible liabilities, as well as negative publicity, which could damage our reputation, impair our sales and harm our customers and our business. Cyber-attacks and other malicious Internet-based activity continue to increase generally, and cloud-based platform providers of marketing services have been targeted. If our security measures, or those of our service providers, are compromised as a result of third-party action, employee or customer error, malfeasance, stolen or fraudulently obtained log-in credentials or otherwise, our reputation could be damaged, our business may be harmed and we could incur significant liability. Additionally, if third parties with whom we work, such as vendors or developers, violate applicable laws, our security policies or our acceptable use policy, such violations may also put our customers    information at risk and could in turn have an adverse effect on our business. In addition, if the security measures of our customers or our service providers are compromised, even without any actual compromise of our own systems, we may face negative publicity or reputational harm if our customers or anyone else incorrectly attributes the blame for such security breaches to us or our systems. We may be unable to anticipate or prevent techniques used to obtain unauthorized access or to sabotage systems because they change frequently and generally are not detected until after an incident has occurred. As we increase our customer base and our brand becomes more widely known and recognized, we may become more of a target for third parties seeking to compromise our security systems or gain unauthorized access to our customers    data. Additionally, we provide our employees with extensive access to our databases, which store our customer data, and to our APIs to facilitate our rapid pace of product development and to support our customers. If such access, unauthorized access or our own operations, cause the loss, damage, destruction or loss (including, without limitation, because of actions by a bad actor, attempts to exfiltrate customer data (which attempts we have experienced in the past and could experience in the future), our systems being compromised or unintentional or accidental disclosure, or destruction of our customers    business data, their sales, lead generation, support and other business operations may be permanently harmed. As a result, our customers may bring claims against us for lost profits and other damages, or such concerns may cause us to limit access by our development team. Additionally, in certain of our subscription agreements with our customers, we agree to indemnify these customers against claims by a third party alleging our breach of confidentiality obligations or our misuse of customer data in violation of the subscription agreement. A Cyber-attacks, denial-of-service attacks, ransomware attacks, business email compromises, computer malware, viruses, social engineering (including phishing), and other compromises are prevalent in our industry, the industries of certain of our service providers and our customers' industries. We have in the past experienced threats and security incidents related to our data and systems, and we may in the future experience other threats, compromises, breaches, or incidents. Our internal computer systems and those of our current and any future strategic collaborators, vendors, and other contractors or consultants are vulnerable to damage from cyber-attacks, computer viruses, unauthorized access, natural disasters, cybersecurity threats, terrorism, geopolitical conflict, war and telecommunication and electrical failures. Accordingly, if our cybersecurity measures or those of our service providers fail to protect against unauthorized access, attacks (which may include sophisticated cyber-attacks), compromise or the mishandling of data by our employees and contractors, then our reputation, customer trust, business, results of operations and financial condition could be adversely affected. Cyber incidents have been increasing in sophistication and frequency and can include third parties gaining access to employee or customer data using stolen or inferred credentials, computer malware, viruses, spamming, phishing attacks, ransomware, vulnerabilities in first- or third-party code, card skimming code, and other deliberate attacks and attempts to gain unauthorized access. This risk is increased by the difficulty of balancing rapid vulnerability patching and system availability in a large and rapidly-changing production environment. At times, we may be unable to patch all of our systems in a manner that strictly adheres to our internally prescribed timelines. The techniques used to sabotage or to obtain unauthorized access to our platform, systems, networks, or physical facilities in which data is stored or through which data is transmitted change frequently, and we may be unable to implement adequate preventative measures or stop security breaches while they are occurring. Because the techniques used by threat actors who may attempt to penetrate and sabotage our computer systems change frequently and may not be recognized until launched against a target, we may be unable to anticipate these techniques. Additionally, as remote work and resource access expand, there is an increased risk that we may experience cybersecurity-related events such as phishing attacks, exploitation of any cybersecurity flaws that may exist, an increase in the number of cybersecurity threats or attacks, and other security challenges as a result of most of our employees and our service providers continuing to work remotely from non-corporate managed networks. There is also a risk of potential increase in such attacks due to cyberwarfare in connection with the ongoing global conflicts, and this could adversely affect our and our suppliers' ability to maintain or enhance key cybersecurity and data protection measures. We have previously been, and may in the future become, the target of cyber-attacks, incidents, or compromises by third parties seeking unauthorized access to our or our customers' data, systems, or infrastructure, or to disrupt our operations or ability to provide our services. A Additionally, it is also possible that unauthorized access to sensitive customer and business data may be obtained through inadequate use of security controls by our customers, suppliers or other vendors, using social engineering to cause an employee or contractor to install malware or exploiting known vulnerabilities. Like other businesses, we rely on hardware and software supplied by third-parties and, therefore, are susceptible to supply chain attacks. Such attacks are becoming increasingly common, and we may not be able to anticipate and prevent negative impacts from such an attack. If we are impacted by a supply chain attack, we could incur 48 A liability, our competitive position could be harmed and the further development and commercialization of our product and services could be hindered or delayed. A Recent cybersecurity incidents and compromises affecting large institutions, including an incident that affected us in 2024, suggest that the risk of such events is significant, even if privacy protection and security measures are implemented and enforced. A cyber-attack, incident, or compromise could result in a material disruption of our development programs and our business operations, whether due to a loss of our trade secrets or other proprietary information or other disruptions. These cyber-attacks could be carried out by threat actors of all types (including but not limited to nation states, organized crime, other criminal enterprises, individual actors and/or advanced persistent threat groups). In addition, we may experience intrusions on our physical premises by any of these threat actors. To the extent that any compromise, disruption or security breach were to result in a loss of, or damage to, our data or applications, or inappropriate disclosure of confidential or proprietary information, we could incur liability, incur significant costs associated with remediation and the implementation of additional security measures, including costs to deploy additional personnel and protection technologies, train employees, and engage third-party experts and consultants, and our competitive position could be harmed. Any breach, loss, or compromise of personal data may also subject us to civil fines and penalties, or claims for damages either under the General Data Protection Regulation (the    EU GDPR  ), the EU GDPR as incorporated into United Kingdom law, and relevant member state law in the European Union, other foreign laws, and other relevant state and federal privacy laws in the United States. A Many governments have enacted laws requiring companies to notify individuals of data security incidents or unauthorized transfers involving certain types of personal data. In addition, the data processing agreement we execute with our customers contractually requires us to notify them of any personal data breach. Under payment card network rules and our contracts with our payment processors, if there is a data breach of payment resulting in the compromise of cardholder payment information that is stored by our direct payment card processing vendors, we could be liable to the payment card issuing banks for their cost of issuing new cards and related expenses depending on the cause of such data breach. Data breaches and other data security compromises experienced by our competitors, by our customers or by us may lead to public disclosures, which may lead to widespread negative publicity. Any security compromise in our industry, whether actual or perceived, could harm our reputation, erode customer confidence in the effectiveness of our security measures, negatively impact our ability to attract new customers, cause existing customers to elect not to renew their subscriptions or subject us to third-party lawsuits, regulatory fines or other action or liability, which could materially and adversely affect our business and operating results. A There can be no assurance that any limitations of liability provisions in our contracts for a security breach would be enforceable or adequate or would otherwise protect us from any such liabilities or damages with respect to any particular claim. We also cannot be sure that our existing insurance coverage will continue to be available on acceptable terms or will be available in sufficient amounts to cover one or more large claims, or that the insurer will not deny coverage as to any future claim. The successful assertion of one or more large claims against us that exceed available insurance coverage, or the occurrence of changes in our insurance policies, including premium increases or the imposition of large deductible or co-insurance requirements, could have a material adverse effect on our business, financial condition and operating results. A Risks Related to Intellectual Property A Our business may suffer if it is alleged or determined that our technology infringes the intellectual property rights of others. A The software industry is characterized by the existence of a large number of patents, copyrights, trademarks, trade secrets and other intellectual and proprietary rights. Companies in the software industry are often required to defend against litigation claims based on allegations of infringement or other violations of intellectual property rights. Many of our competitors and other industry participants have been issued patents and/or have filed patent applications and may assert patent or other intellectual property rights within the industry. Moreover, in recent years, individuals and groups that are non-practicing entities, commonly referred to as    patent trolls,   have purchased patents and other intellectual property assets for the purpose of making claims of infringement in order to extract settlements. From time to time, we may receive threatening letters or notices or may be the subject of claims that our services and/or platform and underlying technology infringe or violate the intellectual property rights of others. Responding to such claims, regardless of their merit, can be time consuming, costly to defend in litigation, divert management   s attention and resources, damage our reputation and brand and cause us to incur significant expenses. Our technologies may not be able to withstand any third-party claims against their use. Claims of intellectual property infringement, even those without merit, could require us to redesign our application, delay releases, enter into costly settlement or license agreements or pay costly damage awards, or face a temporary or permanent injunction prohibiting us from marketing or selling our platform. If we cannot or do not license the infringed technology on reasonable terms or at all, or substitute similar technology from another source, our revenue and operating results could be adversely impacted. Additionally, our customers may not purchase our customer platform if they are concerned that they may infringe third-party intellectual property rights. The occurrence of any of these events may have a material adverse effect on our business. 49 A In certain of our subscription agreements with customers, we agree to indemnify these customers against claims by a third party alleging infringement of a valid patent, registered copyright or registered trademark. However, whether or not a subscription agreement includes an indemnity obligation in favor of a customer, there can be no assurance that customers will not assert a common law indemnity claim or that any existing limitations of liability provisions in our contracts would be enforceable or adequate, or would otherwise protect us from any such liabilities or damages with respect to any particular claim. Our customers who are accused of intellectual property infringement may in the future seek indemnification from us under common law or other legal theories. If such claims are successful, or if we are required to indemnify or defend our customers from these or other claims, these matters could be disruptive to our business and management and have a material adverse effect on our business, operating results and financial condition. A If we fail to adequately protect our proprietary rights, in the United States and abroad, our competitive position could be impaired and we may lose valuable assets, experience reduced revenue and incur costly litigation to protect our rights. A Our success is dependent, in part, upon protecting our proprietary technology. We rely on a combination of patents, copyrights, trademarks, service marks, trade secret laws and contractual restrictions to establish and protect our proprietary rights in our products and services. However, the steps we take to protect our intellectual property may be inadequate. We will not be able to protect our intellectual property if we are unable to enforce our rights or if we do not detect unauthorized use of our intellectual property. Any of our trademarks or other intellectual property rights may be challenged by others or invalidated through administrative process or litigation. Furthermore, legal standards relating to the validity, enforceability and scope of protection of intellectual property rights are uncertain. Additionally, the intellectual property ownership and license rights, including copyrights and patents surrounding AI technologies, which we are increasingly building into our product offerings, has not been fully addressed by U.S. courts or other federal or state laws or regulations, and the use or adoption of AI technologies in our

products and services may expose us to copyright infringement or other intellectual property misappropriation claims. Despite our precautions, it may be possible for unauthorized third parties to copy our technology and use information that we regard as proprietary to create products and services that compete with ours. Some license provisions protecting against unauthorized use, copying, transfer and disclosure of our offerings may be unenforceable under the laws of certain jurisdictions and foreign countries. In addition, the laws of some countries do not protect proprietary rights to the same extent as the laws of the United States. To the extent we expand our international activities, our exposure to unauthorized copying and use of our technology and proprietary information may increase. We enter into confidentiality and invention assignment agreements with our employees and consultants and enter into confidentiality agreements with the parties with whom we have strategic relationships and business alliances. No assurance can be given that these agreements will be effective in controlling access to and distribution of our products and proprietary information. Further, these agreements may not prevent our competitors from independently developing technologies that are substantially equivalent or superior to our platform and offerings. We may be required to spend significant resources to monitor and protect our intellectual property rights. Litigation may be necessary in the future to enforce our intellectual property rights and to protect our trade secrets. Such litigation could be costly, time consuming and distracting to management and could result in the impairment or loss of portions of our intellectual property. Furthermore, our efforts to enforce our intellectual property rights may be met with defenses, counterclaims and countersuits attacking the validity and enforceability of our intellectual property rights. Our inability to protect our proprietary technology against unauthorized copying or use, as well as any costly litigation, could delay further sales or the implementation of our platform and offerings, impair the functionality of our platform and offerings, lead introductions of new features or enhancements, result in our substituting inferior or more costly technologies into our platform and offerings, or injure our reputation. Our use of open source software could negatively affect our ability to offer our platform and subject us to possible litigation. A substantial portion of our cloud-based platform incorporates so-called "open source" software, and we may incorporate additional open source software in the future. Open source software is generally freely accessible, usable and modifiable. Certain open source licenses may, in certain circumstances, require us to offer the components of our platform that incorporate the open source software for no cost, that we make available source code for modifications or derivative works we create based upon, incorporating or using the open source software and that we license such modifications or derivative works under the terms of the particular open source license. If an author or other third party that distributes open source software we use were to allege that we had not complied with the conditions of one or more of these licenses, we could be required to incur significant legal expenses defending against such allegations and could be subject to significant damages, including being enjoined from the offering of the components of our platform that contained the open source software and being required to comply with the foregoing conditions, which could disrupt our ability to offer the affected software. We could also be subject to suits by parties claiming ownership of what we believe to be open source software. Litigation could be costly for us to defend, have a negative effect on our operating results and financial condition and require us to devote additional research and development resources to change our products.

50 A Risks Related to Government Regulation We are subject to governmental regulation and other legal obligations, particularly related to privacy, data protection and information security, and our actual or perceived failure to comply with such obligations could harm our business. Compliance with such laws could also impair our efforts to maintain and expand our customer base and business lines, and thereby decrease our revenue. A Our handling of data across our products and services is subject to a variety of laws and regulations, including regulation by various government agencies, including the U.S. Federal Trade Commission ("FTC"), and various state, local and foreign agencies. We collect personal data and other data from our customers, prospects, partners, third-party providers and publicly available sources. We also handle personal data about our customers' customers. We use this information to provide services to our customers, to support, expand and improve our business. We may also share customers' personal data with third parties as authorized by the customer or as described in our privacy policy. A The U.S. federal and various state and foreign governments have adopted or proposed limitations on the collection, processing, distribution, use, storage and safeguarding of personal data. In the United States, the FTC and many state attorneys general are applying federal and state privacy and consumer protection laws to impose standards for the online collection, use and dissemination of personal and other data. However, these obligations may be interpreted and applied in a manner that is inconsistent from one jurisdiction to another and may conflict with other requirements or our practices. Any failure or perceived failure by us to comply with privacy or data security laws, policies, legal obligations or industry standards or any security incident that results in the unauthorized, disclosure, release or transfer of personal data or other customer data may result in governmental enforcement actions, litigation, fines and penalties and/or adverse publicity, and could cause our customers to lose trust in us, which could have an adverse effect on our reputation and business. A Laws and regulations governing privacy, data protection and cybersecurity are rapidly evolving, and changes to such laws and regulations could require us to change features of our platform or restrict our customers' ability to collect and use email addresses, page viewing data and other personal data, which may reduce demand for our platform. Our failure to comply with federal, state and foreign privacy and cybersecurity laws and regulations could harm our ability to successfully operate our business and pursue our business goals. A For example, the California Consumer Privacy Act (the "CCPA"), as amended by the California Privacy Rights Act (the "CPRA"), among other things, require covered companies to provide new disclosures to California residents and afford such individuals the ability to opt out of the sales or sharing of their personal data. In addition to increasing our potential exposure to regulatory enforcement, the CCPA also provides for violations and a limited private right of action, which may increase our exposure to civil litigation. A Numerous other states have passed comprehensive privacy and data security laws, which impose obligations on covered businesses similar to but not identical to those under the CCPA. A number of other states have proposed similar or sector specific privacy legislation, and the U.S. Congress is considering legislation that may preempt some or all of such U.S. state privacy laws, providing a more robust private right of action. Through executive and legislative action, the federal government has also taken steps to restrict data transactions involving persons affiliated with China, Russia, and other countries of concern. The evolving complexity of privacy and data security legislation in the U.S. may complicate our compliance efforts and further increase our risk of regulatory enforcement, penalties and litigation. A In addition, many foreign jurisdictions in which we do business, including the European Union, Japan, United Kingdom, Canada, Australia, and others have laws and regulations dealing with the collection and use of personal data obtained from their residents, which are more restrictive in certain respects than those in the U.S. Laws and regulations in these jurisdictions apply broadly to the collection, use, storage, disclosure and security of personal data that identifies or may be used to identify an individual. In relevant part, these foreign laws and regulations may affect our ability to engage in lead generation activities by imposing heightened requirements, such as affirmative opt-ins or other consent prior to sending commercial correspondence, obtaining leads or engaging in electronic tracking activities that aid our marketing and business intelligence. We may be required to modify our policies, procedures, and data processing measures in order to address requirements under these or other privacy, data protection, or cyber security regimes, and may face claims, litigation, investigations, or other proceedings regarding them and may incur related liabilities, expenses, costs, and operational losses. A In connection with the operation of some of our business lines, such as business intelligence services, we collect, process and share business contact information or other personal data individuals make available in their professional capacity. We may be subject to additional requirements under privacy and data protection laws that could lead to additional compliance costs, regulatory scrutiny, and reputational risks that may affect our business. For example, we may be required to send notifications to individuals and respond to higher volumes of data privacy requests, which may require substantial costs and expenses, or reduce the potential value of our business intelligence services. We may also receive data from third-party vendors (e.g., data brokers) in connection with such services. While we have implemented certain contractual measures with such vendors to protect our interests, we are ultimately unable to verify with complete certainty the source of such data, how it was received, and that such information was collected and is being shared with us in compliance with all applicable data privacy laws. Furthermore, the uncertain and shifting regulatory environment and trust climate may cause concerns regarding data privacy and may cause our vendors, customers, users, or our customers' customers to decline to provide the data necessary to allow us to offer some of our services to our customers and users effectively, or could prompt individuals to opt out of our collection of their personal data. Concern regarding our use of the personal data collected when performing our services could keep prospective customers from subscribing to our services. A Within the European Union, the EU GDPR, and in the United Kingdom, the EU GDPR as incorporated into the laws of the United Kingdom ("UK") (the "UK GDPR" together with the EU GDPR, the "GDPR"), impose heightened obligations and risk upon our business and substantially increases the penalties to which we could be subject in the event of any non-compliance. Non-compliance with the GDPR and the related national data protection laws of the European Union Member States may result in monetary penalties of up to 20 million (17.5 million) or 4% of worldwide annual revenue, whichever is higher. A The proliferation of privacy and data protection laws has heightened risks and uncertainties concerning cross-border transfers of personal data and other data, which could impose significant compliance costs and expenses on our business, increase our potential exposure to regulatory enforcement and/or litigation, and have a negative effect on our existing business and on our ability to attract and retain new customers. To enable the transfer of personal data out of the European Union or United Kingdom, adequate safeguards must be implemented in compliance with data protection laws. On June 4, 2021, the European Commission published new versions of its Standard Contractual Clauses ("SCCs"), which are required for all transfers of personal data from the European Union to third countries (including the U.S). The United Kingdom is not subject to the new SCCs but has its own equivalent, being the international data transfer agreement and/or UK Addendum ("UK Addendum"). Our customer agreements include the updated SCCs and UK IDTAs. Under the new SCCs and IDTAs, companies are also required to assess the risk of a data transfer on a case-by-case basis by undertaking a transfer impact assessment, and may be required to adopt additional measures to accomplish transfers of personal data to the United States and other third countries. There continue to be concerns about whether the SCCs will face additional challenges. A On July 10, 2023, the European Commission approved the EU-U.S. Data Privacy Framework ("DPF") to support transfers of personal data from the EU to companies in the U.S. Because we have maintained our certification under the previously invalidated Privacy Shield, we have now automatically become subject to the DPF and are required to maintain policies and procedures to comply with the DPF principles. We may be subject to regulatory enforcement by the FTC if we are found to be noncompliant with any of the DPF principles, and this regulatory enforcement may lead to significant civil penalties. A Until the remaining legal uncertainties regarding SCCs, DPF and other transfer mechanisms are settled, we will continue to face uncertainty as to whether our customers will be permitted to transfer personal data to the United States for processing by us as part of our platform services. Our customers may view data transfer mechanisms as being too costly, too burdensome, too legally uncertain or otherwise objectionable and therefore decide not to do business with us. A We publicly post documentation regarding our practices concerning the collection, processing, use and disclosure of data. Although we endeavor to comply with our published policies and documentation, we may at times fail to do so or be alleged to have failed to do so. Any failure or perceived failure by us to comply with our privacy policies or any applicable privacy, security or data protection, information security or consumer-protection related laws, regulations, orders or industry standards could expose us to costly litigation, significant awards, fines or judgments, civil and/or criminal penalties or negative publicity, and could materially and adversely affect our business, financial condition and results of operations. The publication of our privacy policy and other documentation that provide promises and assurances about privacy and security can subject us to potential state and federal action if they are found to be deceptive, unfair, or misrepresentative of our actual practices, which could, individually or in the aggregate, materially and adversely affect our business, financial condition and results of operations. A If our privacy or data security measures fail to comply with current or future laws and regulations, we may be subject to claims, legal proceedings or other actions by individuals or governmental authorities based on privacy or data protection regulations and our commitments to customers or others, as well as negative publicity and a potential loss of business. Moreover, if future laws and regulations limit our customers' ability to use and share personal data or our ability to store, process and share personal data, demand for our solutions could decrease, our costs could increase, and our business, results of operations and financial condition could be harmed. A 52 A Separately, as the regulatory framework for machine learning technology and AI evolves, it is possible that new laws and regulations will be adopted, or that existing laws and regulations may be interpreted in ways that would affect our business and the ways in which we use AI and machine learning technology, our financial condition and our results of operations, including as a result of the cost to comply with such laws or regulations. For example, the EU's Artificial Intelligence Act ("AI Act") - the world's first comprehensive AI law - entered into force on August 1, 2024 and, with some exceptions, become effective on August 2, 2026. This legislation imposes significant obligations on providers and deployers of high-risk artificial intelligence systems, and encourages providers and deployers of artificial intelligence systems to account for EU ethical principles in their development and use of these systems. If we develop or use AI systems that are governed by the AI Act, it may necessitate ensuring higher standards of data quality, transparency, and human oversight, as well as adhering to specific ethical, accountability, and administrative requirements, some of which may increase our costs and compliance obligations. Further, potential government regulation related to AI use and ethics may also increase the cost of research and development in this area, and failure to properly remediate AI usage or ethics issues may cause public confidence in AI to be undermined, which could slow adoption of AI in our products and services. A We could face liability, or our reputation might be harmed, as a result of the activities of our customers, the content of their websites or the data they store on our servers. A As a provider of a cloud-based inbound marketing, sales and customer service software platform, we may be subject to potential liability for the activities of our customers on or in connection with the data they store on our servers. Although our customer terms of use prohibit illegal use of our services by our customers and permit us to take down websites or take other appropriate actions for illegal use, customers may nonetheless engage in prohibited activities or upload or store content with us in violation of applicable law or the customer's own policies, which could subject us to liability or harm our reputation. Furthermore, customers may upload, store, or use content on our customer platform that may violate our policy on acceptable use which prohibits content that is threatening, abusive, harassing, deceptive, false, misleading, vulgar, obscene, or indecent. While such content may not be illegal, use of our customer platform for such content could harm our reputation resulting in a loss of business. Several U.S. federal statutes may apply to us with respect to various customer activities: the Digital Millennium Copyright Act of 1998 ("DMCA"), provides recourse for owners of copyrighted material who believe that their rights under U.S. copyright law have been infringed on the Internet. Under the DMCA, based on our current business activity as an Internet service provider that does not own or control website content posted by our customers, we generally are not liable for infringing content posted by our customers or other third parties, provided that we follow the procedures for handling copyright infringement claims set forth in the DMCA. Generally, if we receive a proper notice from, or on behalf, of a copyright owner alleging infringement of copyrighted material located on websites we host, and we fail to expeditiously remove or disable access to the allegedly infringing material or otherwise fail to meet the requirements of the safe harbor provided by the DMCA, the copyright owner may seek to impose liability on us. Technical mistakes in complying with the detailed DMCA take-down procedures could subject us to liability for copyright infringement. The Communications Decency Act of 1996 ("CDA"), generally protects online service providers, such as us, from liability for certain activities of their customers, such as the posting of defamatory or obscene content, unless the online service provider is participating in the unlawful conduct. Under the CDA, we are generally not responsible for the customer-created content hosted on our servers. Consequently, we do not monitor hosted websites or prescreen the content placed by our customers on their sites. However, the CDA does not apply in foreign jurisdictions and we may nonetheless be brought into disputes between our customers and third parties which would require us to devote management time and resources to resolve such matters and any publicity from such matters could also have an adverse effect on our reputation and therefore our business. In addition to the CDA, the Securing the Protection of our Enduring and Established Constitutional Heritage Act (the "SPEECH Act"), provides a statutory exception to the enforcement by a U.S. court of a foreign judgment for defamation under certain circumstances. Generally, the exception applies if the defamation law applied in the foreign court did not provide at least as much protection for freedom of speech and press as would be provided by the First Amendment of the U.S. Constitution or by the constitution and law of the state in which the U.S. court is located, or if no finding of defamation would be supported under the First Amendment of the U.S. Constitution or under the constitution and law of the state in which the U.S. court is located. Although the SPEECH Act may protect us from the enforcement of foreign judgments in the United States, it does not affect the enforceability of the judgment in the foreign country that issued the judgment. Given our international presence, we may therefore, nonetheless, have to defend against or comply with any foreign judgments made against us, which could take up substantial management time and resources and damage our reputation. A Although these statutes and case law in the United States have generally shielded us from liability for customer activities to date, court rulings in pending or future litigation may narrow the scope of protection afforded us under these laws. In addition, laws governing these activities are unsettled in many international jurisdictions, or may prove difficult or impossible for us to comply with in some international jurisdictions. Also, notwithstanding the exculpatory language of these bodies of law, we may become involved in complaints and lawsuits which, even if ultimately resolved in our favor, add cost to our doing business and may divert management's time and attention.

Finally, other existing bodies of law, including the criminal laws of various states, may be deemed to apply or new statutes or regulations may be adopted in the future, any of which could expose us to further liability and increase our costs of doing business. Additionally, HubSpot payments, our end-to-end payment solution as well as our Stripe payment processing integration (together with HubSpot payments, the “Payments” offering), are both built within Commerce Hub and are susceptible to potentially illegal or improper uses, including money laundering, terrorist financing, fraudulent or illegal sales of goods or services, piracy of software, movies, music, and other copyrighted or trademarked information, bank fraud, securities fraud, pyramid or ponzi schemes, or the facilitation of other illegal or improper activity. While we engage a third party as our registered payment facilitator, the use of Payments for illegal or improper uses may subject us to claims (including claims brought by our third-party payment processor), government and regulatory requests, inquiries, or investigations that could result in liability, and harm our reputation. Moreover, certain activity that may be legal in one jurisdiction may be illegal in another jurisdiction, and a merchant may be found responsible for intentionally or inadvertently importing or exporting illegal goods, resulting in liability for us. Owners of intellectual property rights or government authorities may seek to bring legal action against providers of payments solutions, including Payments, that are peripherally involved in the sale of infringing or allegedly infringing items. Any threatened or resulting claims could result in reputational harm, and any resulting liabilities, loss of transaction volume, or increased costs could harm our business. If Payments is used for illegal or improper uses, we may incur substantial losses as a result of claims from merchants and their buyers, including consumers. Allowances for transaction losses that we have established may be insufficient to cover incurred losses. Moreover, if measures to detect and reduce the risk of fraud are not effective and our loss rate is higher than anticipated, Payments and our business could be negatively impacted. The standards that private entities use to regulate the use of email have in the past interfered with, and may in the future interfere with, the effectiveness of our customer platform and our ability to conduct business. Our customers rely on email to communicate with their existing or prospective customers. Various private entities attempt to regulate the use of email for commercial solicitation. These entities often advocate standards of conduct or practice that significantly exceed current legal requirements and classify certain email solicitations that comply with current legal requirements as spam. Some of these entities maintain “blacklists” of companies and individuals, and the websites, internet service providers and internet protocol addresses associated with those entities or individuals that do not adhere to those standards of conduct or practices for commercial email solicitations that the blacklisting entity believes are appropriate. If a company’s internet protocol addresses are listed by a blacklisting entity, emails sent from those addresses may be blocked if they are sent to any internet domain or internet address that subscribes to the blacklisting entity’s service or purchases its blacklist. From time to time, some of our internet protocol addresses may become listed with one or more blacklisting entities due to the messaging practices of our customers. There can be no guarantee that we will be able to successfully remove ourselves from those lists. Blacklisting of this type could interfere with our ability to market our customer platform and services and communicate with our customers and, because we fulfill email delivery on behalf of our customers, could undermine the effectiveness of our customers’ email marketing campaigns, all of which could have a material negative impact on our business and results of operations. Existing federal, state and foreign laws regulate Internet tracking software, the senders of commercial emails and text messages, website owners and other activities, and could impact the use of our customer platform and potentially subject us to regulatory enforcement or private litigation. Certain aspects of how our customers utilize our platform are subject to regulations in the United States, European Union and elsewhere. In recent years, U.S. and European lawmakers and regulators have expressed concern over the use of third-party cookies or web beacons for online behavioral advertising, and legislation adopted recently in the European Union requires informed consent for the placement of a cookie on a user’s device. Regulation of cookies and web beacons may lead to restrictions on our activities, such as efforts to understand users’ Internet usage. New and expanding “Do Not Track” regulations have recently been enacted or proposed that protect users’ right to choose whether or not to be tracked online. These regulations seek, among other things, to allow end users to have greater control over the use of private information collected online, to forbid the collection or use of online information, to demand a business to comply with their choice to opt out of such collection or use, and to place limits upon the disclosure of information to third-party websites. These policies could have a significant impact on the operation of our customer platform and could impair our attractiveness to customers, which would harm our business. 54 Many of our customers and potential customers in the healthcare, financial services and other industries are subject to substantial regulation regarding their collection, use and protection of data and may be the subject of further regulation in the future. Accordingly, these laws or significant new laws or regulations or changes in, or repeals of, existing laws, regulations or governmental policy may change the way these customers do business and may require us to implement additional features or offer additional contractual terms to satisfy customer and regulatory requirements, or could cause the demand for and sales of our customer platform to decrease and adversely impact our financial results. In addition, the Controlling the Assault of Non-Solicited Pornography and Marketing Act of 2003 (“CAN-SPAM Act”), establishes certain requirements for commercial email messages and specifies penalties for the transmission of commercial email messages that are intended to deceive the recipient as to source or content. The CAN-SPAM Act, among other things, obligates the sender of commercial emails to provide recipients with the ability to opt out of receiving future commercial emails from the sender. The ability of our customers’ message recipients to opt out of receiving commercial emails may minimize the effectiveness of the email components of our customer platform. In addition, certain states and foreign jurisdictions, such as Australia, Canada and the European Union, have enacted laws that regulate sending email, and some of these laws are more restrictive than U.S. laws. For example, some foreign laws prohibit sending unsolicited email unless the recipient has provided the sender advance consent to receipt of such email, or in other words has “opted-in” to receiving it. A requirement that recipients opt into, or the ability of recipients to opt out of, receiving commercial emails may minimize the effectiveness of our platform. While these laws and regulations generally govern our customers’ use of our customer platform, we may be subject to certain laws as a data processor on behalf of, or as a business associate of, our customers. For example, laws and regulations governing the collection, use and disclosure of personal data include, in the United States, rules and regulations promulgated under the authority of the Federal Trade Commission, the Health Insurance Portability and Accountability Act of 1996, the Gramm-Leach-Bliley Act of 1999 and state breach notification laws, and internationally, the GDPR and other privacy and data protection laws. If we were found to be in violation of any of these laws or regulations as a result of government enforcement or private litigation, we could be subjected to civil and criminal sanctions, including both monetary fines and injunctive action that could force us to change our business practices, all of which could adversely affect our financial performance and significantly harm our reputation and our business. We are subject to governmental export controls and economic sanctions laws that could impair our ability to compete in international markets and subject us to liability if we are not in full compliance with applicable laws. Our business activities are subject to various restrictions under U.S. and other global export controls and trade and economic sanctions laws, including the U.S. Commerce Department’s Export Administration Regulations and economic and trade sanctions regulations maintained by the U.S. Treasury Department’s Office of Foreign Assets Control. If we fail to comply with these laws and regulations, we and certain of our employees could be subject to civil or criminal penalties and reputational harm. Obtaining the necessary authorizations, including any required license(s), for a particular transaction may be time-consuming, is not guaranteed, and may result in the delay or loss of sales opportunities. Furthermore, export control laws and economic sanctions laws prohibit certain transactions with embargoed or sanctioned countries, governments, persons and entities. These sanctions laws with which we must comply may also change rapidly from time to time as a result of geopolitical events, such as the imposition of sanctions on Russia as a result of the conflict between Russia and Ukraine. Although we take precautions to prevent unlawful transactions and business relationships with sanction targets, the possibility exists that we could inadvertently provide our products and services to persons or entities prohibited by U.S. and other global sanctions regimes. This could result in negative consequences to us, including government investigations, enforcement actions resulting in civil and/or criminal penalties and reputational harm. A Risks Related to Taxation We may be subject to additional obligations to collect and remit sales tax and other taxes, and we may be subject to tax liability for past sales, which could harm our business. A State, local, and non-U.S. jurisdictions have differing rules and regulations governing sales, use, value added, digital service, and other taxes, and these rules and regulations are subject to varying interpretations that may change over time. In particular, the applicability of such taxes to our customer platform in various jurisdictions can be unclear. Further, these jurisdictions’ rules regarding tax nexus are complex and vary significantly. As a result, we could face the possibility of tax assessments and audits, and our liability for these taxes and associated penalties could exceed our original estimates. A successful assertion that we should be collecting additional sales, use, value added or other taxes in those jurisdictions where we have not historically done so and do not accrue for such taxes could result in substantial tax liabilities and related penalties for past sales, discourage customers from purchasing our application or otherwise harm our business and operating results. 55 A Changes in tax laws or regulations that are applied adversely to us or our customers could increase the costs of our customer platform and adversely impact our business. A New income, sales, use or other tax laws, statutes, rules, regulations or ordinances could be enacted at any time. Any new taxes could adversely affect our domestic and international business operations, and our business and financial performance. Further, existing tax laws, statutes, rules, regulations or ordinances could be interpreted, changed, modified or applied adversely to us. These events could require us or our customers to pay additional tax amounts on a prospective or retroactive basis, as well as require us or our customers to pay fines and/or penalties and interest for past amounts deemed to be due. Additionally, new, changed, modified or newly interpreted or applied tax laws could increase our customers’ and our compliance, operating and other costs, as well as the costs of our platform. Any or all of these events could adversely impact our business, cash flows and financial performance. Furthermore, as our employees continue to work remotely from geographic locations across the United States and internationally, we may become subject to additional taxes and our compliance burdens with respect to the tax laws of additional jurisdictions may increase. A We are a multinational organization faced with increasingly complex tax issues in many jurisdictions, and we could be obligated to pay additional taxes in various jurisdictions. A As a multinational organization, we may be subject to taxation in several jurisdictions around the world with increasingly complex tax laws, the application of which can be uncertain. The amount of taxes we pay in these jurisdictions could increase substantially as a result of changes in the applicable tax principles, including increased tax rates, new tax laws or revised interpretations of existing tax laws and precedents, or challenges to our tax positions by tax authorities, any of which could have a material adverse effect on our liquidity, financial condition or operating results. In addition, the authorities in these jurisdictions could review our tax returns and impose additional tax, interest and penalties, and the authorities could claim that various withholding requirements apply to us or our subsidiaries or assert that benefits of tax treaties are not available to us or our subsidiaries, or assert that we are subject to tax in a jurisdiction where we believe we have not established a taxable nexus, often referred to as a “permanent establishment” under international tax treaties, any of which could have a material impact on us, our financial condition or our operating results. A We may not be able to utilize a significant portion of our net operating loss carryforwards, which could adversely affect our profitability. A As of December 31, 2023, we had \$861.4 million of U.S. federal and \$740.0 million of state net operating loss carryforwards due to prior period losses, which have an indefinite carryforward and begin to expire in 2025 for state purposes. The state net operating loss carryforwards could expire unused and be unavailable to offset future income tax liabilities, which could adversely affect our profitability. In addition, under Section 382 and Section 383 of the Code, our ability to utilize net operating loss carryforwards or other tax attributes, such as research tax credits, in any taxable year may be further limited if we experience an “ownership change.” An ownership change generally occurs if one or more stockholders or groups of stockholders who own at least 5% of our stock increase their ownership by more than 50 percentage points over their lowest ownership percentage (by value) within a rolling three-year period. Similar rules may apply under state tax laws. We may have experienced an ownership change in the past, and future issuances of our stock could cause an ownership change. It is possible that any such ownership change could have a material effect on the use of our net operating loss carryforwards or other tax attributes accrued prior to such ownership change, which could adversely affect our profitability. A Risks Related to Our Operating Results and Financial Condition We have a history of losses and may not achieve, maintain or increase profitability in the future. We generated net income of \$0.4 million for the nine months ended September 30, 2024 and net losses of \$152.1 million for the nine months ended September 30, 2023. As of September 30, 2024, we had an accumulated deficit of \$804.8 million. We will need to generate and sustain increased revenue levels in future periods to become consistently profitable, and, even if we do, we may not be able to maintain or increase our level of profitability. We have spent and intend to continue to expend significant funds on our marketing, sales, customer service, operations, and content management operations, develop and enhance our customer platform, scale our data center infrastructure and services capabilities and expand into new markets. Our efforts to grow our business may be more costly than we expect, and we may not be able to increase our revenue enough to offset our higher operating expenses. We may incur significant losses in the future for a number of reasons, including the other risks described in this Quarterly Report on Form 10-Q, and unforeseen expenses, difficulties, complications and delays and other unknown events. If we are unable to achieve and sustain profitability, the market price of our common stock may significantly decrease. 56 A From time to time, we may invest funds in social impact investment funds, and may receive no return on our investment or lose our entire investment. From time to time, we may invest in social impact investment funds. As of September 30, 2024, we have invested \$8.5 million in the Black Economic Development Fund and \$7.5 million in support of Minority Depository Institutions to help close the racial wealth, health and opportunity gap. There is no guarantee as to the performance of this investment or any similar investments we make in the future. Depending on the performance of this investment and future investments we may make, we may not receive any return on our investment or we may lose our entire investment, which could have an adverse effect on our business. A We may experience quarterly fluctuations in our operating results due to a number of factors, which makes our future results difficult to predict and could cause our operating results to fall below expectations or our guidance. A Our quarterly operating results have fluctuated in the past and are expected to fluctuate in the future due to a variety of factors, many of which are outside of our control. As a result, our past results may not be indicative of our future performance, and comparing our operating results on a period-to-period basis may not be meaningful. In addition to the other risks described in this Quarterly Report on Form 10-Q, factors that may affect our quarterly operating results include the following: changes in spending on marketing, sales, customer service, operations, and content management software by our current or prospective customers; pricing our customer platform subscriptions effectively so that we are able to attract and retain customers without compromising our profitability; attracting new customers for our marketing, sales, customer service, operations, and content management software, increasing our existing customers’ use of our platform and providing our customers with excellent customer support; customer renewal rates and the amounts for which agreements are renewed; global awareness of our thought leadership and brand; changes in the competitive dynamics of our market, including consolidation among competitors or customers and the introduction of new products or product enhancements; changes to the commission plans, quotas and other compensation-related metrics for our sales representatives; the amount and timing of payment for operating expenses, particularly research and development, sales and marketing expenses and employee benefit expenses; the amount and timing of costs associated with recruiting, training and integrating new employees while maintaining our company culture; our ability to manage our existing business and future growth, including increases in the number of customers on our platform and the introduction and adoption of our customer platform in new markets outside of the United States; unforeseen costs and expenses related to the expansion of our business, operations and infrastructure, including disruptions in our hosting network infrastructure and privacy and data security; foreign currency exchange rate fluctuations; rising inflation in the economies in which we operate and our ability to control costs, including operating expenses; and general economic and political conditions in our domestic and international markets. A We may not be able to accurately forecast the amount and mix of future subscriptions, revenue and expenses and, as a result, our operating results may fall below our estimates or the expectations of public market analysts and investors. If our revenue or operating results fall below the expectations of investors or securities analysts, or below any guidance we may provide, the price of our common stock could decline. A If we do not accurately predict subscription renewal rates or otherwise fail to forecast our revenue accurately, or if we fail to match our expenditures with corresponding revenue, our operating results could be adversely affected. A Because our recent growth has resulted in the rapid expansion of our business, we do not have a long history upon which to base forecasts of renewal rates with customers or future operating revenue. As a result, our operating results in future reporting periods may be significantly below the expectations of the public market, equity research analysts or investors, which could harm the price of our 57 A common stock. A Changes in accounting standards and subjective assumptions, estimates and judgments by management related to complex accounting matters could significantly affect our financial condition and results of operations. We apply accounting principles and related pronouncements, implementation guidelines and interpretations to a wide range of matters that are relevant to our business, are highly complex and involve subjective assumptions, estimates and judgments by our management. Changes in these rules or their interpretation, or changes in underlying assumptions, estimates or judgments by our management, could significantly change our reported or expected financial performance. Risks Related to Our Notes A Servicing our debt may require a significant amount of cash. We may not have sufficient cash flow from our business to pay our indebtedness, and we may not have the ability to raise the funds necessary to

settle for cash conversions of the Notes or to repurchase the Notes for cash upon a fundamental change, which could adversely affect our business and results of operations. In June 2020, we incurred indebtedness in the aggregate principal amount of \$460.0 million in connection with the issuance of our 0.375% convertible senior notes due June 1, 2025 (the “2025 Notes”). Our ability to make scheduled payments of the principal of, to pay interest on or to refinance our indebtedness, including the Notes, depends on our future performance, which is subject to economic, financial, competitive and other factors beyond our control. Our business may not continue to generate cash flow from operations in the future sufficient to service our debt and make necessary capital expenditures. If we are unable to generate such cash flow, we may be required to adopt one or more alternatives, such as selling assets, restructuring debt or obtaining additional debt financing or equity capital on terms that may be onerous or highly dilutive. Our ability to refinance any future indebtedness will depend on the capital markets and our financial condition at such time. We may not be able to engage in any of these activities or engage in these activities on desirable terms, which could result in a default on our debt obligations. In addition, any of our future debt agreements may contain restrictive covenants that may prohibit us from adopting any of these alternatives. Our failure to comply with these covenants could result in an event of default which, if not cured or waived, could result in the acceleration of our debt. In addition, holders of the Notes have the right to require us to repurchase their Notes upon the occurrence of a fundamental change at a fundamental change repurchase price equal to 100% of the principal amount of the Notes to be repurchased, plus accrued and unpaid interest, if any. Upon conversion of the Notes, unless we elect to deliver solely shares of our common stock to settle such conversion (other than paying cash in lieu of delivering any fractional share), we will be required to make cash payments in respect of the Notes being converted. We may not have enough available cash or be able to obtain financing at the time we are required to make repurchases of Notes surrendered therefor or Notes being converted. In addition, our ability to repurchase the Notes or to pay cash upon conversions of the Notes may be limited by law, by regulatory authority or by agreements governing our future indebtedness. Our failure to repurchase Notes at a time when the repurchase is required by the indenture governing the notes or to pay any cash payable on future conversions of the Notes as required by such indenture would constitute a default under such indenture. A default under the indenture or the fundamental change itself could also lead to a default under agreements governing our future indebtedness. If the repayment of the related indebtedness were to be accelerated after any applicable notice or grace periods, we may not have sufficient funds to repay the indebtedness and repurchase the Notes or make cash payments upon conversions thereof. In addition, our indebtedness, combined with our other financial obligations and contractual commitments, could have other important consequences. For example, it could: (i) make us more vulnerable to adverse changes in general U.S. and worldwide economic, industry and competitive conditions and adverse changes in government regulation; (ii) limit our flexibility in planning for, or reacting to, changes in our business and our industry; (iii) place us at a disadvantage compared to our competitors who have less debt; and (iv) limit our ability to borrow additional amounts to fund acquisitions, for working capital and for other general corporate purposes. Any of these factors could materially and adversely affect our business, financial condition and results of operations. In addition, if we incur additional indebtedness, the risks related to our business and our ability to service or repay our indebtedness would increase. A 58 The conditional conversion feature of the Notes, if triggered, may adversely affect our financial condition and operating results. A In the event the conditional conversion feature of the 2025 Notes is triggered, the holders thereof will be entitled to convert the 2025 Notes at any time during specified periods at their option. Because the last reported sale price of the Company’s common stock for at least 20 trading days during the period of 30 consecutive trading days ending on the last trading day of the calendar quarter ended September 30, 2024 was equal to or greater than 130% of the applicable conversion price on each applicable trading day, the 2025 Notes are convertible at the option of the holders thereof during the calendar quarter ending December 31, 2024. As of November 1, 2024, the Company has not received any material conversion notices with respect to the 2025 Notes. Whether the Notes that remain outstanding will be convertible following the calendar quarter ended September 30, 2024 will depend on the continued satisfaction of this condition or another conversion condition in the future. If one or more holders elect to convert their Notes, unless we elect to satisfy our conversion obligation by delivering solely shares of our common stock (other than paying cash in lieu of delivering any fractional share), we would be required to settle a portion or all of our conversion obligation through the payment of cash, which could adversely affect our liquidity. A The accounting method for convertible debt securities that may be settled in cash, such as the Notes, could have a material effect on our reported financial results. A In August 2020, the FASB issued guidance simplifying the accounting for convertible instruments by reducing the number of accounting models for convertible debt instruments and convertible preferred stock. The new standard eliminates requirements to separately account for liability and equity components of such convertible debt instruments and requires the use of the if-converted method for calculating the diluted earnings per share for convertible debt instruments. We adopted the guidance on January 1, 2022, using the modified retrospective method. Future interest expense of the convertible notes will be lower as a result of adoption of this guidance and net loss per share will be computed using the if-converted method for these securities. A The if-converted method assumes that all of the Notes were converted solely into shares of common stock at the beginning of the reporting period, unless the result would be anti-dilutive. The application of the if-converted method may reduce our reported diluted net income per share to the extent we are profitable, and accounting standards may change in the future in a manner that may otherwise adversely affect our diluted net income per share. A We are subject to counterparty risk with respect to the Capped Call Options. In connection with the offering of the 2025 Notes, we purchased capped call options (“Capped Call Options”) with respect to our common stock for \$50.6 million. The counterparties to the Capped Call Options are financial institutions, and we will be subject to the risk that one or more of the counterparties may default, fail to perform or exercise their termination rights under the Capped Call Options. Global economic conditions have, from time to time, resulted in the actual or perceived failure or financial difficulties of many financial institutions. If a counterparty to the Capped Call Options becomes subject to insolvency proceedings, we will become an unsecured creditor in those proceedings with a claim equal to our exposure at the time under such transaction. In addition, upon a default, failure to perform or a termination of the Capped Call Options by a counterparty, we may suffer more dilution than we currently anticipate with respect to our common stock. We can provide no assurances as to the financial stability or viability of the counterparties. A Risks Related to Our Common Stock A Our stock price may be volatile and you may be unable to sell your shares at or above the price you purchased them. A The trading prices of the securities of technology companies, including providers of software via the cloud-based model, have been highly volatile. Since shares of our common stock were sold in our initial public offering in October 2014 at a price of \$25.00 per share, our stock price has ranged from \$25.79 to \$866.00 through September 30, 2024. The market price of our common stock may fluctuate significantly in response to numerous factors, many of which are beyond our control, including: (i) actual or anticipated fluctuations in our revenue and other operating results, including as a result of the addition or loss of any number of customers; (ii) announcements by us or our competitors of significant technical innovations, acquisitions, strategic partnerships, joint ventures or capital commitments; (iii) the financial projections we may provide to the public, any changes in these projections or our failure to meet these projections; (iv) failure of securities analysts to initiate or maintain coverage of us, changes in ratings and financial estimates and the publication of other news by any securities analysts who follow our company, or our failure to meet these estimates or the expectations of investors; (v) changes in operating performance and stock market valuations of cloud-based software or other technology companies, or those in our industry in particular; (vi) price and volume fluctuations in the trading of our common stock and in the overall stock market, including as a result of trends in the economy as a whole; (vii) sales of large blocks of our common stock or the dilutive effect of our Notes or any other equity or equity-linked financings; (viii) new laws or regulations or new interpretations of existing laws or regulations applicable to our business or industry, including data privacy and data security; (ix) lawsuits threatened or filed against us; (x) changes in key personnel; and (xi) other events or factors, including changes in general economic, industry and market conditions and trends, international disputes, wars (such as the conflict between Russia and Ukraine and the evolving events in Israel and Gaza), and political stability. A In addition, the stock markets have experienced extreme price and volume fluctuations that have affected and continue to affect the market prices of equity securities of many technology companies. Stock prices of many technology companies have fluctuated in a manner unrelated or disproportionate to the operating performance of those companies. A In the past, stockholders have instituted securities class action litigation following periods of market volatility. If we were to become involved in securities litigation, it could subject us to substantial costs, divert resources and the attention of management from our business and adversely affect our business. A If we fail to maintain an effective system of disclosure controls and internal control over financial reporting, our ability to produce timely and accurate financial statements or comply with applicable regulations could be impaired. A As a public company we are subject to the reporting requirements of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), the Sarbanes-Oxley Act of 2002 (the “Sarbanes-Oxley Act”), the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”), and the rules and regulations of the New York Stock Exchange (the “NYSE”). We expect that compliance with these rules and regulations will continue to increase our legal, accounting and financial compliance costs, make some activities more difficult, time consuming and costly, and place significant strain on our personnel, systems and resources. A The Sarbanes-Oxley Act requires, among other things, that we assess the effectiveness of our internal control over financial reporting annually and the effectiveness of our disclosure controls and procedures quarterly. In particular, Section 404 of the Sarbanes-Oxley Act (the “Section 404”), requires us to perform system and process evaluation and testing of our internal control over financial reporting to allow management to report on, and our independent registered public accounting firm to attest to, the effectiveness of our internal control over financial reporting. Our compliance with applicable provisions of Section 404 requires that we incur substantial accounting expenses and expend significant management time on compliance-related issues as we implement additional corporate governance practices and comply with reporting requirements. Moreover, if we are not able to comply with the requirements of Section 404 applicable to us in a timely manner, or if we or our independent registered public accounting firm identifies deficiencies in our internal control over financial reporting that are deemed to be material weaknesses, the market price of our stock could decline and we could be subject to sanctions or investigations by the SEC or other regulatory authorities, which would require additional financial and management resources. A Furthermore, investor perceptions of our company may suffer if deficiencies are found, and this could cause a decline in the market price of our stock. Irrespective of compliance with Section 404, any failure of our internal control over financial reporting could have a material adverse effect on our stated operating results and harm our reputation. If we are unable to implement these requirements effectively or efficiently, it could harm our operations, financial reporting, or financial results and could result in an adverse opinion on our internal controls from our independent registered public accounting firm. In addition, as a result of our hybrid culture, many of our employees “including those critical to maintaining an effective system of disclosure controls and internal control over financial reporting” are working, and are expected to continue to work, in a remote environment and not in the office environment from which they have historically performed their duties. We have limited experience maintaining effective control 60 A systems with our employees working in remote environments, and risks that we have not contemplated may arise and result in our failure to maintain effective disclosure controls or internal control over financial reporting. A Anti-takeover provisions in our charter documents and Delaware law may delay or prevent an acquisition of our company. A Our amended and restated certificate of incorporation, amended and restated bylaws and Delaware law contain provisions that may have the effect of delaying or preventing a change in control of us or changes in our management. Our amended and restated certificate of incorporation and bylaws include provisions that: (i) authorize blank check preferred stock, which could be issued by the board without stockholder approval and may contain voting, liquidation, dividend and other rights superior to our common stock; (ii) provide for a classified board of directors whose members serve staggered three-year terms; (iii) specify that special meetings of our stockholders can be called only by our board of directors, the chairperson of the board, the chief executive officer or the president; (iv) prohibit stockholder action by written consent; (v) establish an advance notice procedure for stockholder approvals to be brought before an annual meeting of our stockholders, including proposed nominations of persons for election to our board of directors; (vi) provide that our directors may be removed only for cause; (vii) provide that vacancies on our board of directors may be filled only by a majority of directors then in office, even though less than a quorum; (viii) specify that no stockholder is permitted to cumulate votes at any election of directors; (ix) authorize our board of directors to modify, alter or repeal our amended and restated bylaws; and (x) require supermajority votes of the holders of our common stock to amend specified provisions of our charter documents. A These provisions, alone or together, could delay or prevent hostile takeovers and changes in control or changes in our management. A In addition, because we are incorporated in Delaware, we are governed by the provisions of Section 203 of the Delaware General Corporation Law, which limits the ability of stockholders owning in excess of 15% of our outstanding voting stock to merge or combine with us in certain circumstances. A Any provision of our amended and restated certificate of incorporation or amended and restated bylaws or Delaware law that has the effect of delaying or deterring a change in control could limit the opportunity for our stockholders to receive a premium for their shares of our common stock, and could also affect the price that some investors are willing to pay for our common stock. General Risks A Catastrophic events could disrupt our business and adversely affect our financial condition and results of operations. A We rely on our network infrastructure and enterprise applications, internal technology systems and website for our development, marketing, operations, support, hosted services and sales activities. In addition, some of our businesses rely on third-party hosted services, and we do not control the operation of third-party data center facilities serving our customers from around the world, which increases our vulnerability. A disruption, infiltration or failure of these systems or third-party hosted services in the event of a major earthquake, fire, flood, tsunami or other weather event, power loss, telecommunications failure, software or hardware malfunctions, pandemics (such as the COVID-19 pandemic), cyber-attack, war, terrorist attack or other catastrophic event that we do not adequately address, could cause system interruptions, reputational harm, loss of intellectual property, delays in our product development, lengthy interruptions in our services, breaches of data security and loss of critical data. Any of these events could prevent us from fulfilling our customer demands or could negatively impact a country or region in which we sell our products, which could in turn decrease that country’s or region’s demand for our products. A catastrophic event that results in the destruction or disruption of any of our data centers or our critical business or information technology systems could severely affect our ability to conduct normal business 61 A operations and, as a result, our future operating results could be adversely affected. The adverse effects of any such catastrophic event would be exacerbated if experienced at the same time as another unexpected and adverse event, such as the COVID-19 pandemic. A The occurrence of regional epidemics or a global pandemic, such as the COVID-19 pandemic, may have an adverse effect on how we and our customers operate our businesses and our operating and financial results. Our operations may in the future be negatively affected by a range of external factors related to the pandemic that are not within our control, including the emergence and spread of more transmissible variants and the degree of transmissibility and severity thereof. The extent to which global pandemics, such as the COVID-19 pandemic, impact our financial condition or results of operations will depend on factors, such as the duration and scope of the pandemic, as well as whether there is a material impact on the businesses or productivity of our customers, partners, employee, suppliers and other partners. To the extent that a pandemic, such as the COVID-19 pandemic, harms our business and results of operations, many of the other risks described in this “Risk Factors” section, may be heightened. A Failure to comply with laws and regulations could harm our business. A Our business is subject to regulation by various federal, state, local and foreign governmental agencies, including agencies responsible for monitoring and enforcing employment and labor laws, workplace safety, environmental laws, consumer protection laws, anti-bribery laws, import/export controls, federal securities laws and tax laws and regulations. In certain jurisdictions, these regulatory requirements may be more stringent than those in the United States. Noncompliance with applicable regulations or requirements could subject us to investigations, sanctions, mandatory recalls, enforcement actions, disgorgement of profits, fines, damages, civil and criminal penalties or injunctions. A Our ability to raise capital in the future may be limited, and our failure to raise capital when needed could prevent us from growing. A Our business and operations may consume resources faster than we anticipate. In the future, we may need to raise additional funds to invest in future growth opportunities. Additional financing may not be available on favorable terms, if at all. In addition, recent volatility in capital markets and lower market prices for many securities may affect our ability to access new capital through sales of shares of our common stock or issuance of indebtedness, which may materially harm our liquidity, limit our ability to grow our business, pursue acquisitions or improve our operating infrastructure and restrict our ability to compete in our markets. A If adequate funds are not available on acceptable terms, we may be unable to invest in future growth opportunities, which could seriously harm our business and operating results. If we incur debt, the debt holders would have rights senior to common stockholders to make claims on our assets, and the terms of any debt could restrict our operations, including our ability to pay dividends on our common stock. Furthermore, if we issue equity securities, stockholders will experience dilution, and the new equity securities could have rights senior to those of our common stock. The Notes are and any additional equity or equity-linked financings would be dilutive to our stockholders. Because our decision to issue securities in any future offering will depend on market conditions and other factors beyond our control, we cannot predict or estimate the amount, timing or nature of our future offerings. As a result, our stockholders bear the risk of our future securities offerings reducing the market price of our common stock and diluting their interest. A Climate change may have a long-term impact on our business A While we seek to partner with organizations that

mitigate their business risks associated with climate change, we recognize that there are inherent risks wherever business is conducted. Any of our primary locations may be vulnerable to the adverse effects of climate change. For example, our offices globally may experience climate-related events at an increasing frequency, including drought, water scarcity, heat waves, cold waves, wildfires and resultant air quality impacts and power shutoffs associated with wildfire prevention. While this danger has a low-assessed risk of disrupting normal business operations, it has the potential to disrupt employees’ abilities to commute to work or to work from home and stay connected effectively. Furthermore, it is more difficult to mitigate the impact of these events on our employees to the extent they work from home. Climate-related events, including the increasing frequency of extreme weather events and their impact on the U.S.’s, Europe’s and other major regions’ critical infrastructure, have the potential to disrupt our business, our third-party suppliers and/or the business of our customers, and may cause us to experience higher attrition, losses and additional costs to maintain or resume operations. Regulatory developments, changing market dynamics and stakeholder expectations regarding climate change may impact our business, financial condition and results of operations. To inform our disclosures and take potential action as appropriate, we are working to align our reporting with emerging disclosure and accounting standards such as the Financial Stability Board’s Task Force on Climate-Related Financial Disclosures, the Sustainability Accounting Standards Board and the Global Reporting Initiative, as well as new disclosure requirements from regulators. A 62 A Item 2. Unregistered Sales of Equity Securities and Use of Proceeds None. A A Item 3. Defaults on Senior Securities None. A A Item 4. Mine Safety Disclosures Not Applicable. A A Item 5. Other Information The following table describes contracts, instructions or written plans for the sale or purchase of our securities adopted by our directors and certain officers in the three months ended September 30, 2024, each of which is intended to satisfy the affirmative defense conditions of Exchange Act Rule 10b5-1(c), referred to as Rule 10b5-1 trading plans. A Name Action Taken Nature of Trading Arrangement Duration of Trading Arrangement Aggregate Number of Securities Dharmesh Shah (Co-Founder and Chief Technology Officer) Adoption (August 16, 2024) Trading plan intended to satisfy the affirmative defense conditions of Exchange Act Rule 10b5-1(c) 224 days 75,000A shares A A 63 A Item 6. Exhibits The exhibits listed below are filed or incorporated by reference into this Report. A ExhibitNumber Exhibit Title A A 3.1(1) Amended and Restated Certificate of Incorporation of the Registrant A A 3.1(2) A Certificate of Amendment to the Amended and Restated Certificate of Incorporation of the Registrant A A 3.2(3) Fifth Amended and Restated Bylaws of the Registrant A A 4.1(4) Form of Common Stock certificate of the Registrant A A 10.1**A HubSpot, Inc. 2024 Stock Option and Incentive Plan, and forms of restricted stock and option agreements thereunder A A 10.2**A Non-Employee Director Compensation Policy (as amended and currently in effect) A A 31.1** Certification of Principal Executive Officer pursuant to Rule 13a-14(a) or Rule 15d-14(a) of the Securities Exchange Act of 1934, as amended A A 31.2** Certification of Principal Financial Officer pursuant to Rule 13a-14(a) or Rule 15d-14(a) of the Securities Exchange Act of 1934, as amended A A 32.1* Certification of Principal Executive Officer and Principal Financial Officer pursuant to Section 906 of the Sarbanes-Oxley Act A A 101.INS** Inline XBRL Instance Document â€” the instance document does not appear in the Interactive Data File because XBRL tags are embedded within the Inline XBRL document A A 101.SCH** Inline XBRL Taxonomy Extension Schema With Embedded Linkbase Documents A A 104**A Cover page formatted as Inline XBRL and contained in Exhibit 101 ** Filed herewith. A (1) Incorporated by reference to Exhibit 3.1 to HubSpot, Inc.’s Annual Report on Form 10-K filed on February 24, 2016. (2) Incorporated by reference to Exhibit 3.1 to HubSpot Inc.’s Current Report on Form 8-K filed on June 14, 2024. (3) Incorporated by reference to Exhibit 3.1 to HubSpot Inc.’s Current Report on Form 8-K filed on May 1, 2024. (4) Incorporated by reference to Exhibit 4.1 to Amendment No. 1 to registrant’s Registration Statement on Form S-1 (SEC file No. 333-198333) filed on September 26, 2014. A * The certifications furnished in Exhibit 32.1 hereto are deemed to accompany this Quarterly Report on Form 10-Q and will not be deemed â€œfiledâ€” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, except to the extent that the registrant specifically incorporates it by reference. Such certifications will not be deemed to be incorporated by reference into any filings under the Securities Act of 1933, as amended, or the Securities Exchange Act of 1934, as amended, except to the extent that the registrant specifically incorporates it by reference. A 64 A A A SIGNATURES Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized. HUBSPOT, INC. A A By: /s/ Kate Bueker Name: A Kate Bueker Title: A Chief Financial Officer(Principal Financial and Accounting Officer and Authorized Signatory) November 6, 2024 65 EX-10.1 2 hubs-ex10 1.htm EX-10.1 EX-10.1 Exhibit 10.1 HUBSPOT, INC.2024 STOCK OPTION AND INCENTIVE PLAN SECTION 1. GENERAL PURPOSE OF THE PLAN; DEFINITIONS The name of the plan is the HubSpot, Inc. 2024 Stock Option and Incentive Plan (as amended from time to time, the â€œPlanâ€”). The purpose of the Plan is to encourage and enable the officers, employees, Non-Employee Directors and Consultants of HubSpot, Inc. (the â€œCompanyâ€”) and its Affiliates upon whose judgment, initiative and efforts the Company largely depends for the successful conduct of its business to acquire a proprietary interest in the Company. It is anticipated that providing such persons with a direct stake in the Company’s welfare will assure a closer identification of their interests with those of the Company and its stockholders, thereby stimulating their efforts on the Company’s behalf and strengthening their desire to remain with the Company. The following terms shall be defined as set forth below: â€œActâ€” means the Securities Act of 1933, as amended, and the rules and regulations thereunder. â€œAdministratorâ€” means either the Board or the compensation committee of the Board or a similar committee performing the functions of the compensation committee and which is comprised of not less than two Non-Employee Directors who are independent. â€œAffiliateâ€” means, at the time of determination, any â€œparentâ€” or â€œsubsidiaryâ€” of the Company as such terms are defined in Rule 405 of the Act. The Board will have the authority to determine the time or times at which â€œparentâ€” or â€œsubsidiaryâ€” status is determined within the foregoing definition. â€œAwardâ€” or â€œAwardsâ€”, except where referring to a particular category of grant under the Plan, includes Incentive Stock Options, Non-Qualified Stock Options, Stock Appreciation Rights, Restricted Stock Awards, Restricted Stock Units, Unrestricted Stock Awards, Cash-Based Awards, and Dividend Equivalent Rights. â€œAward Certificateâ€” means a written or electronic document setting forth the terms and provisions applicable to an Award granted under the Plan. Each Award Certificate is subject to the terms and conditions of the Plan. â€œBoardâ€” means the Board of Directors of the Company. â€œCash-Based Awardâ€” means an Award entitling the recipient to receive a cash-denominated payment upon the attainment of specified performance goals. â€œCauseâ€” means (i) a grantee’s dishonest statements or acts with respect to the Company or any Affiliate, or any current or prospective customers, suppliers vendors or other third parties with which such entity does business; (ii) a grantee’s commission of (A) a felony (or crime of similar magnitude under non-U.S. laws, as determined by the Administrator) or (B) any misdemeanor involving moral turpitude, deceit, dishonesty or fraud; (iii) a grantee’s failure to perform the grantee’s assigned duties and responsibilities to the reasonable satisfaction of the Company or an Affiliate, which failure continues, in the reasonable judgment of the Company or an Affiliate, after written notice given to the grantee by the Company or an Affiliate; (iv) a grantee’s gross negligence, willful misconduct or insubordination with respect to the Company or any Affiliate (including, but not limited to, any violation of the Company’s or any Affiliate’s code of conduct, insider trading, willful accounting improprieties or failure to cooperate with investigations); or (v) a grantee’s material A A violation of any provision of any agreement(s) between the grantee and the Company or any Affiliate relating to noncompetition, nonsolicitation, nondisclosure and/or assignment of inventions. â€œCodeâ€” means the Internal Revenue Code of 1986, as amended, and any successor Code, and related rules, regulations and interpretations. â€œConsultantâ€” means a consultant or adviser who provides bona fide services to the Company or an Affiliate as an independent contractor and who qualifies as a consultant or advisor under Instruction A.1.(a)(1) of Form S-8 under the Act. Dividend Equivalent Rightâ€” means an Award entitling the grantee to receive credits based on ordinary cash dividends that would have been paid on the shares of Stock specified in the Dividend Equivalent Right (or other award to which it relates) if such shares had been issued to and held by the grantee. â€œEffective Dateâ€” means the date on which the Plan becomes effective as set forth in Section 19. â€œExchange Actâ€” means the Securities Exchange Act of 1934, as amended, and the rules and regulations thereunder. â€œFair Market Valueâ€” of the Stock on any given date means the fair market value of the Stock determined in good faith by the Administrator; provided, however, that if the Stock is listed on the National Association of Securities Dealers Automated Quotation System (â€œNASDAQâ€”), the NASDAQ Global Market, The New York Stock Exchange or another national securities exchange or traded on any established market, the determination shall be made by reference to market quotations. If there are no market quotations for such date, the determination shall be made by reference to the last date preceding such date for which there are market quotations. â€œGood Reasonâ€” means (i) a material diminution in a grantee’s base salary except for across-the-board salary reductions similarly affecting all or substantially all similarly situated employees of the Company or an Affiliate or (ii) a change by the Company of more than 50 miles in the geographic location at which a grantee provides services to the Company or an Affiliate, so long as the grantee provides notice to the Company or the Affiliate within 90 days following the initial occurrence of any such event and the Company or the Affiliate fails to cure such event within 30 days of such notice (the â€œCure Periodâ€”) and the grantee terminates the grantee’s Service Relationship within 60 days after the end of the Cure Period. â€œIncentive Stock Optionâ€” means any Stock Option designated and qualified as an â€œincentive stock optionâ€” as defined in Section 422 of the Code. â€œNon-Employee Directorâ€” means a member of the Board who is not also an employee of the Company or any Subsidiary. â€œNon-Qualified Stock Optionâ€” means any Stock Option that is not an Incentive Stock Option. â€œOptionâ€” or â€œStock Optionâ€” means any option to purchase shares of Stock. â€œPrior Plansâ€” means the HubSpot, Inc. 2014 Stock Option and Incentive Plan, as amended from time to time, and the HubSpot, Inc. 2007 Equity Incentive Plan. â€œRestricted Sharesâ€” means the shares of Stock underlying a Restricted Stock Award that remain subject to a risk of forfeiture or the Company’s right of repurchase. 2 A â€œRestricted Stock Awardâ€” means an Award of Restricted Shares. â€œRestricted Stock Unitsâ€” means an Award of stock units. â€œSale Eventâ€” means (i) the sale of all or substantially all of the assets of the Company on a consolidated basis to an unrelated person or entity, (ii) a merger, reorganization or consolidation pursuant to which the holders of the Company’s outstanding voting power and outstanding stock immediately prior to such transaction do not own a majority of the outstanding voting power and outstanding stock or other equity interests of the resulting or successor entity (or its ultimate parent, if applicable) immediately upon completion of such transaction, (iii) the sale of all of the Stock of the Company to an unrelated person, entity or group thereof acting in concert, or (iv) any other transaction in which the owners of the Company’s outstanding voting power immediately prior to such transaction do not own at least a majority of the outstanding voting power of the Company or any successor entity immediately upon completion of the transaction other than as a result of the acquisition of securities directly from the Company. â€œSale Priceâ€” means the value as determined by the Administrator of the consideration payable, or otherwise to be received by stockholders, per share of Stock pursuant to a Sale Event. â€œSection 409Aâ€” means Section 409A of the Code and the regulations and other guidance promulgated thereunder. â€œService Relationshipâ€” means any relationship as an officer, employee, director or Consultant of the Company or any Affiliate (e.g., a Service Relationship shall be deemed to continue without interruption in the event an individual’s status changes from full-time employee to part-time employee or Consultant or vice versa). â€œStockâ€” means the Common Stock, par value \$0.001 per share, of the Company, subject to adjustments pursuant to Section 3. â€œStock Appreciation Rightâ€” means an Award entitling the recipient to receive shares of Stock (or cash, to the extent explicitly provided for in the applicable Award Certificate) having a value equal to the excess of the Fair Market Value of the Stock on the date of exercise over the exercise price of the Stock Appreciation Right multiplied by the number of shares of Stock with respect to which the Stock Appreciation Right is exercised. â€œSubsidiaryâ€” means any corporation or other entity (other than the Company) in which the Company has at least a 50 percent interest, either directly or indirectly. â€œSubstitute Awardsâ€” means Awards granted or Stock issued by the Company in assumption of, or in substitution or exchange for, awards previously granted, in each case by a company acquired by the Company or any Affiliate or with which the Company or any Affiliate combines. â€œTen Percent Ownerâ€” means an employee of the Company or any Subsidiary that is a â€œsubsidiary corporationâ€” within the meaning of Section 424(f) of the Code who owns or is deemed to own (by reason of the attribution rules of Section 424(d) of the Code) more than 10 percent of the combined voting power of all classes of stock of the Company or any parent or subsidiary corporation. â€œUnrestricted Stock Awardâ€” means an Award of shares of Stock free of any restrictions. A 3 A SECTION 2. ADMINISTRATION OF PLAN; ADMINISTRATOR AUTHORITY TO SELECT GRANTEES AND DETERMINE AWARDS (a)Administration of Plan. The Plan shall be administered by the Administrator. (b)Powers of Administrator. The Administrator shall have the power and authority to grant Awards consistent with the terms of the Plan, including the power and authority: (i)to select the individuals to whom Awards may from time to time be granted; (ii)to determine the time or times of grant, and the extent, if any, of Incentive Stock Options, Non-Qualified Stock Options, Stock Appreciation Rights, Restricted Stock Awards, Restricted Stock Units, Unrestricted Stock Awards, Cash-Based Awards, and Dividend Equivalent Rights, or any combination of the foregoing, granted to any one or more grantees; (iii)to determine the number of shares of Stock or, in the case of a Cash-Based Award, the amount of cash, to be covered by any Award; (iv)to determine and, subject to Section 16, modify from time to time the terms and conditions, including restrictions, not inconsistent with the terms of the Plan, of any Award, which terms and conditions may differ among individual Awards and grantees, and to approve the forms of Award Certificates; (v)to accelerate at any time the exercisability or vesting of all or any portion of any Award; (vi)subject to the provisions of Section 5(c) or Section 6(d), as applicable, to extend at any time the period in which Stock Options and Stock Appreciation Rights may be exercised; (vii)at any time to adopt, alter and repeal such rules, guidelines and practices for administration of the Plan and for its own acts and proceedings as it deems advisable; (viii)to interpret the terms and provisions of the Plan and any Award (including related written instruments); (ix)to make all determinations it deems advisable for the administration of the Plan; to decide all disputes arising in connection with the Plan; and (x)to otherwise supervise the administration of the Plan. All decisions and interpretations of the Administrator shall be binding on all persons, including the Company and Plan grantees. (c)Delegation of Authority to Grant Awards. Subject to applicable law, the Administrator, in its discretion, may delegate to a committee consisting of one or more officers of the Company, including the Chief Executive Officer of the Company, all or part of the Administrator’s authority and duties with respect to the granting of Awards to individuals who are (i) not subject to the reporting and other provisions of Section 16 of the Exchange Act and (ii) not members of the delegated committee. Any such delegation by the Administrator shall include a limitation as to the amount of Stock underlying Awards that may be granted during the period of the delegation and shall contain guidelines as to the determination of the exercise price and the vesting criteria. The Administrator may revoke or amend the terms of a delegation at any time but such action shall not invalidate any prior actions of the Administrator’s delegate or delegates that were consistent with the terms of the Plan. 4 A (d)Award Certificate. Other than with respect to Cash-Based Awards, Awards under the Plan shall be evidenced by Award Certificates that set forth the terms, conditions and limitations for each Award which may include, without limitation, the term of an Award and the provisions applicable in the event employment or service terminates. (e)Indemnification. Neither the Board nor the Administrator, nor any member of either or any delegate thereof, shall be liable for any act, omission, interpretation, construction or determination made in good faith in connection with the Plan, and the members of the Board and the Administrator (and any delegate thereof) shall be entitled in all cases to indemnification and reimbursement by the Company in respect of any claim, loss, damage or expense (including, without limitation, reasonable attorneys’ fees) arising or resulting therefrom to the fullest extent permitted by law and/or under the Company’s articles or bylaws or any directors’ and officers’ liability insurance coverage that may be in effect from time to time and/or any indemnification agreement between such individual and the Company. (f)Non-U.S. Award Recipients. Notwithstanding any provision of the Plan to the contrary, in order to comply with the laws in other countries in which the Company and its Subsidiaries operate or have employees or other individuals eligible for Awards, the Administrator, in its sole discretion, shall have the power and authority to: (i) determine which Subsidiaries shall be covered by the Plan; (ii) determine which individuals outside the United States are eligible to participate in the Plan; (iii) modify the terms and conditions of any Award granted to individuals outside the United States to comply with applicable non-U.S. laws; (iv) establish subplans and modify exercise procedures and other terms and procedures, to the extent the Administrator determines such actions to be necessary or advisable (and such subplans and/or modifications shall be attached to this Plan as appendices); provided, however, that no such subplans and/or modifications shall increase the share limitations contained in Section 3(a) hereof; and (v) take any action, before or after an Award is made, that the Administrator determines to be necessary or advisable to obtain approval or comply with any local governmental regulatory exemptions or approvals. Notwithstanding the foregoing, the Administrator may not take any actions hereunder, and no Awards shall be granted, that would violate the Exchange Act or any other applicable United States securities law, the Code or any other applicable United States governing statute or law. SECTION 3. STOCK ISSUABLE UNDER THE PLAN; MERGERS; SUBSTITUTION (a)Stock Issuable. Subject to adjustment as provided in this Section 3, the maximum number of shares of Stock reserved and available for issuance under the Plan shall be 3,950,000 shares less one share for every one share of Stock subject to an award granted under the Prior Plans after April 1, 2024. For purposes of this limitation, the shares of Stock underlying any awards under the Plan and under the Prior Plans that are forfeited, canceled, cash-settled or otherwise terminated (other than by exercise) shall be added back to the shares of Stock available for issuance under the Plan and, to the extent permitted under Section 422 of the Code and the regulations promulgated thereunder, the shares of Stock that may be issued as Incentive Stock Options. Shares of Stock tendered or held back to cover tax withholding with respect to an Award other than an Option or Stock

Appreciation Right or, after April 1, 2024, an award other than an option or stock appreciation right under the Prior Plans shall be added to the shares available for Awards under the Plan. Notwithstanding the foregoing, the following shares shall not be added to the shares authorized for grant under the Plan: (i) shares tendered or held back upon exercise of an Option or settlement of an Option or Stock Appreciation Right to cover the exercise price or tax withholding, and (ii) shares subject to a Stock Appreciation Right that are not issued in connection with the stock settlement of the Stock Appreciation Right upon exercise thereof. In the event the Company repurchases shares of Stock on the open market, such shares shall not be added to the shares of Stock available for issuance under the Plan. Subject to such overall limitations, shares of Stock may be issued up to such maximum number pursuant to any type or types of Award; provided, however, that no more than 3,950,000 shares of the Stock may be issued in the form of Incentive Stock Options. The shares available 5 Å for issuance under the Plan may be authorized but unissued shares of Stock, treasury Stock or shares of Stock reacquired by the Company. Upon effectiveness of the Plan, no new awards shall be granted under the Prior Plans. (b)Substitute Awards. Substitute Awards shall not reduce the shares of Stock authorized for grant under the Plan, nor shall shares subject to a Substitute Award be added to the shares of Stock available for Awards under the Plan as provided in Section 3(a) above. Additionally, in the event that a company acquired by the Company or any Affiliate or with which the Company or any Affiliate combines has shares available under a pre-existing plan approved by stockholders and not adopted in contemplation of such acquisition or combination, the shares available for grant pursuant to the terms of such pre-existing plan (as adjusted, to the extent appropriate, using the exchange ratio or other adjustment or valuation ratio or formula used in such acquisition or combination to determine the consideration payable to the holders of common stock of the entities party to such acquisition or combination) may be used for Awards under the Plan and shall not reduce the shares authorized for grant under the Plan (and shares subject to such Awards shall not be added to the shares available for Awards under the Plan as provided in Section 3(a) above); provided that Awards using such available shares shall not be made after the date awards or grants could have been made under the terms of the pre-existing plan, absent the acquisition or combination, and shall only be made to individuals who were not employees or directors prior to such acquisition or combination. (c)Changes in Stock. Subject to Section 3(d) hereof, if, as a result of any reorganization, recapitalization, reclassification, stock dividend, extraordinary cash dividend, stock split, reverse stock split or other similar change in the Company's capital stock, the outstanding shares of Stock are increased or decreased or are exchanged for a different number or kind of shares or other securities of the Company, or additional shares or new or different shares or other securities of the Company or other non-cash assets are distributed with respect to such shares of Stock or other securities, or, if, as a result of any merger or consolidation or sale of all or substantially all of the assets of the Company, the outstanding shares of Stock are converted into or exchanged for securities of the Company or any successor entity (or a parent or subsidiary thereof), the Administrator shall make an appropriate or proportionate adjustment in (i) the maximum number of shares reserved for issuance under the Plan, including the maximum number of shares that may be issued in the form of Incentive Stock Options, (ii) the number and kind of shares or other securities subject to any then outstanding Awards under the Plan, (iii) the repurchase price, if any, per share subject to each outstanding Restricted Stock Award, and (iv) the exercise price for each share subject to any then outstanding Stock Options and Stock Appreciation Rights under the Plan, without changing the aggregate exercise price (i.e., the exercise price multiplied by the number of shares subject to Stock Options and Stock Appreciation Rights) as to which such Stock Options and Stock Appreciation Rights remain exercisable. The Administrator shall also make equitable or proportionate adjustments in the number of shares subject to outstanding Awards and the exercise price and the terms of outstanding Awards to take into consideration cash dividends paid other than in the ordinary course or any other extraordinary corporate event. The adjustment by the Administrator shall be final, binding and conclusive. No fractional shares of Stock shall be issued under the Plan resulting from any such adjustment, but the Administrator in its discretion may make a cash payment in lieu of fractional shares. (d)Mergers and Other Transactions. (i)In the case of and subject to the consummation of a Sale Event, the parties thereto may cause the assumption or continuation of Awards theretofore granted by the successor entity, or the substitution of such Awards with new Awards of the successor entity or parent thereof, with appropriate adjustment as to the number and kind of shares and, if appropriate, the per share exercise prices, as such parties shall agree. (ii)To the extent the parties to such Sale Event do not provide for the assumption, continuation or substitution of Awards, upon the effective time of the Sale Event, the Plan and all outstanding 6 Å Awards granted hereunder shall terminate. In such case, except as may be otherwise provided in the relevant Award Certificate, all Awards shall become fully vested and nonforfeitable as of the effective time of the Sale Event (with performance-based Awards being deemed earned at the greater of the target level of performance or actual performance). In the event of a termination of outstanding Awards granted under the Plan upon a Sale Event, (i) the Company shall have the option (in its sole discretion) to make or provide for a payment, in cash or in kind, to the grantees holding Options and Stock Appreciation Rights, in exchange for the cancellation thereof, in an amount equal to the difference between (A) the Sale Price multiplied by the number of shares of Stock subject to outstanding Options and Stock Appreciation Rights (to the extent then exercisable at prices not in excess of the Sale Price) and (B) the aggregate exercise price of all such outstanding Options and Stock Appreciation Rights (provided that, in the case of an Option or Stock Appreciation Right with an exercise price equal to or greater than the Sale Price, such Option or Stock Appreciation Right shall be canceled for no consideration); or (ii) each grantee shall be permitted, within a specified period of time prior to the consummation of the Sale Event as determined by the Administrator, to exercise all outstanding Options and Stock Appreciation Rights (to the extent then exercisable) held by such grantee. The Company shall also have the option (in its sole discretion) to make or provide for a payment, in cash or in kind, to the grantees holding other Awards in an amount equal to the Sale Price multiplied by the number of vested shares of Stock under such Awards. (iii)To the extent the parties to a Sale Event provide for the assumption, continuation or substitution of Awards, except as may be otherwise provided in the relevant Award Certificate, each such assumed, continued or substituted Award shall become immediately vested and exercisable or nonforfeitable (with performance-based Awards being deemed earned at the greater of the target level of performance or actual performance) upon the termination of a grantee's Service Relationship if such termination occurs (a) within 12 months after such Sale Event or 90 days prior to such Sale Event, and (b) such termination is by the Company or any Subsidiary or successor entity without Cause or by the grantee for Good Reason. For the avoidance of doubt, upon the termination of a grantee's Service Relationship without Cause or for Good Reason prior to the consummation of a Sale Event (1) all then unvested shares of Stock underlying Awards held by the grantee as of the date of termination will remain outstanding for a period of 90 days thereafter and remain eligible to become vested upon the consummation of such Sale Event during such period and (2) on the 90th day following such termination of employment without Cause or for Good Reason (to the extent such shares of Stock do not become vested in accordance with the terms set forth in this Section 3(d) prior to such date), all then-unvested shares of Stock underlying Awards held by such grantee will automatically and without further action be canceled and forfeited. (e)Maximum Awards to Non-Employee Directors. Notwithstanding anything to the contrary in this Plan, the value of all Awards awarded under this Plan and all other cash compensation paid by the Company to any Non-Employee Director in any calendar year for services as a Non-Employee Director shall not exceed \$1,000,000. For the purpose of these limitations, the value of any Award shall be its grant date fair value, as determined in accordance with FASB ASC 718 or successor provision but excluding the impact of estimated forfeitures related to service-based vesting provisions. SECTION 4. ELIGIBILITY Grantees under the Plan will be such officers, employees, Non-Employee Directors or Consultants of the Company and its Affiliates as are selected from time to time by the Administrator in its sole discretion; provided that Awards may not be granted to officers, employees, Non-Employee Directors or Consultants who are providing services only to any parent of the Company, as such term is defined in Rule 405 of the Act, unless (i) the stock underlying the Awards is treated as an employee recipient stock under Section 409A or (ii) the Company has determined that such Awards are exempt from or otherwise comply with Section 409A. 7 Å SECTION 5. STOCK OPTIONS (a)Award of Stock Options. The Administrator may grant Stock Options under the Plan, subject to such restrictions and conditions as the Administrator may determine. Conditions may be based on continuing employment (or other Service Relationship) and/or achievement of pre-established performance goals and objectives. Stock Options granted under the Plan may be either Incentive Stock Options or Non-Qualified Stock Options. Incentive Stock Options may be granted only to employees of the Company or any Subsidiary that is a subsidiary corporation within the meaning of Section 424(f) of the Code. To the extent that any Option does not qualify as an Incentive Stock Option, it shall be deemed a Non-Qualified Stock Option. Stock Options shall be subject to the following terms and conditions and shall contain such additional terms and conditions, not inconsistent with the terms of the Plan, as the Administrator deems desirable. If the Administrator so determines, Stock Options may be granted in lieu of cash compensation at the grantee's election, subject to such terms and conditions as the Administrator may establish. (b)Exercise Price. The exercise price per share for the Stock covered by a Stock Option shall be determined by the Administrator at the time of grant but shall not be less than 100 percent of the Fair Market Value on the date of grant. In the case of an Incentive Stock Option that is granted to a Ten Percent Owner, the exercise price of such Incentive Stock Option shall be not less than 110 percent of the Fair Market Value on the grant date. Notwithstanding the foregoing, Stock Options may be granted with an exercise price per share that is less than 100 percent of the Fair Market Value on the date of grant (i) pursuant to a transaction described in, and in a manner consistent with, Section 424(a) of the Code, (ii) to individuals who are not subject to U.S. income tax on the date of grant or (iii) if the Stock Option is otherwise compliant with Section 409A. (c)Option Term. The term of each Stock Option shall be fixed by the Administrator, but no Stock Option shall be exercisable more than ten years after the date the Stock Option is granted. In the case of an Incentive Stock Option that is granted to a Ten Percent Owner, the term of such Stock Option shall be no more than five years from the date of grant. Notwithstanding the foregoing, to the extent permitted by Section 409A of the Code, in the event that on the last business day of the term of a Stock Option other than an Incentive Stock Option (x) the exercise of the Stock Option is prohibited by applicable law or (y) Stock may not be purchased or sold by the holder of such Stock Option due to the black-out period of a Company policy or a lock-up agreement undertaken in connection with an issuance of securities by the Company, the term of the Stock Option shall be extended to the date that is 30 days following the end of the legal prohibition, black-out period or lock-up agreement and provided further that no extension will be made if the exercise price of such Stock Option at the date the initial term would otherwise expire is equal to or in excess of the Fair Market Value of a share of Stock on such date. (d)Exercisability; Rights of a Stockholder. Stock Options shall become exercisable at such time or times, whether or not in installments, as determined by the Administrator at or after the grant date. A grantee shall have the rights of a stockholder only as to shares acquired upon the exercise of a Stock Option and not as to unexercised Stock Options. (e)Method of Exercise. Stock Options may be exercised in whole or in part, by giving written or electronic notice of exercise to the Company, specifying the number of shares to be purchased. Payment of the purchase price may be made by one or more of the following methods except to the extent otherwise provided in the Award Certificate: (i)In cash, by certified or bank check or other instrument acceptable to the Administrator; 8 Å (ii)Through the delivery (or attestation to the ownership following such procedures as the Company may prescribe) of shares of Stock that are owned by the grantee and not then subject to restrictions under any Company plan. Such surrendered shares shall be valued at Fair Market Value on the exercise date; (iii)By the optionee delivering to the Company a properly executed exercise notice together with irrevocable instructions to a broker to promptly deliver to the Company cash or a check payable and acceptable to the Company for the purchase price; provided that in the event the grantee chooses to pay the purchase price as so provided, the grantee and the broker shall comply with such procedures and enter into such agreements of indemnity and other agreements as the Company prescribes as a condition of such payment procedure; or (iv)With respect to Stock Options that are not Incentive Stock Options, by a net exercise arrangement pursuant to which the Company will reduce the number of shares of Stock issuable upon exercise by the largest whole number of shares with a Fair Market Value that does not exceed the aggregate exercise price. Payment instruments will be received subject to collection. The transfer to the grantee on the records of the Company or of the transfer agent of the shares of Stock to be purchased pursuant to the exercise of a Stock Option will be contingent upon receipt from the grantee (or a purchaser acting in the grantee's stead in accordance with the provisions of the Stock Option) by the Company of the full purchase price for such shares and the fulfillment of any other requirements contained in the Award Certificate or applicable provisions of laws (including the satisfaction of any withholding taxes that the Company is obligated to withhold with respect to the grantee). In the event a grantee chooses to pay the purchase price by previously-owned shares of Stock through the attestation method, the number of shares of Stock transferred to the grantee upon the exercise of the Stock Option shall be net of the number of attested shares. In the event that the Company establishes, for itself or using the services of a third party, an automated system for the exercise of Stock Options, such as a system using an internet website or interactive voice response, then the paperless exercise of Stock Options may be permitted through the use of such an automated system. (f)Annual Limit on Incentive Stock Options. To the extent required for incentive stock option treatment under Section 422 of the Code, the aggregate Fair Market Value (determined as of the time of grant) of the shares of Stock with respect to which Incentive Stock Options granted under this Plan and any other plan of the Company or its parent and subsidiary corporations become exercisable for the first time by a grantee during any calendar year shall not exceed \$100,000. To the extent that any Stock Option exceeds this limit, it shall constitute a Non-Qualified Stock Option. SECTION 6. STOCK APPRECIATION RIGHTS (a)Award of Stock Appreciation Rights. The Administrator may grant Stock Appreciation Rights under the Plan, subject to such restrictions and conditions as the Administrator may determine. Conditions may be based on continuing employment (or other Service Relationship) and/or achievement of pre-established performance goals and objectives.. (b)Exercise Price of Stock Appreciation Rights. The exercise price of a Stock Appreciation Right shall not be less than 100 percent of the Fair Market Value of the Stock on the date of grant. Notwithstanding the foregoing, Stock Appreciation Rights may be granted with an exercise price per share that is less than 100 percent of the Fair Market Value on the date of grant (i) pursuant to a transaction described in, and in a manner consistent with, Section 424(a) of the Code, (ii) to individuals who are not subject to U.S. income tax on the date of grant or (iii) if the Stock Appreciation Right is otherwise compliant with Section 409A. 9 Å (c)Grant and Exercise of Stock Appreciation Rights. Stock Appreciation Rights may be granted by the Administrator independently of any Stock Option. (d)Terms and Conditions of Stock Appreciation Rights. Stock Appreciation Rights shall be subject to such terms and conditions as shall be determined on or after the date of grant by the Administrator, and such terms and conditions may differ among individual Awards and grantees. The term of a Stock Appreciation Right may not exceed ten years. Notwithstanding the foregoing, to the extent permitted by Section 409A of the Code, in the event that on the last business day of the term of a Stock Appreciation Right (x) the exercise of the Stock Appreciation Right is prohibited by applicable law or (y) shares may not be purchased or sold by the holder of such Stock Appreciation Right due to the black-out period of a Company policy or a lock-up agreement undertaken in connection with an issuance of securities by the Company, the term of the Stock Appreciation Right shall be extended to the date that is 30 days following the end of the legal prohibition, black-out period or lock-up agreement and provided further that no extension will be made if the exercise price of such Stock Appreciation Right at the date the initial term would otherwise expire is equal to or in excess of the Fair Market Value of a share of Stock on such date. SECTION 7. RESTRICTED STOCK AWARDS (a)Nature of Restricted Stock Awards. The Administrator may grant Restricted Stock Awards under the Plan, subject to such restrictions and conditions as the Administrator may determine. Conditions may be based on continuing employment (or other Service Relationship) and/or achievement of pre-established performance goals and objectives. (b)Rights as a Stockholder. Upon the grant of the Restricted Stock Award and payment of any applicable purchase price, a grantee shall have the rights of a stockholder with respect to the voting of the Restricted Shares and receipt of dividends; provided that any dividends paid by the Company during the vesting period shall accrue and shall not be paid to the grantee until and only to the extent the Restricted Stock Award vests. Unless the Administrator otherwise determines, (i) uncertificated Restricted Shares shall be accompanied by a notation on the records of the Company or the transfer agent to the effect that they are subject to forfeiture until such Restricted Shares are vested as provided in Section 7(d) below and (ii) certificated Restricted Shares shall remain in the possession of the Company until such Restricted Shares are vested as provided in Section 7(d) below, and the grantee shall be required, as a condition of the grant, to deliver to the Company such instruments of transfer as the Administrator prescribes. (c)Restrictions. Restricted Shares may not be sold, assigned, transferred, pledged or otherwise encumbered or disposed of except as specifically provided herein or in the Restricted Stock Award Certificate. Except as may otherwise be provided by the Administrator either in the Award Certificate or, subject to Section 16 below, in writing after the Award is issued, if a grantee's employment (or other Service Relationship) with the Company and its Affiliates terminates for any reason, any Restricted Shares that have not vested at the time of termination shall automatically and without any requirement of notice to such grantee from or other action by or on behalf of, the Company be deemed to have been reacquired by the Company at its original purchase price (if any) from such grantee or such grantee's legal representative simultaneously with such termination of employment (or other Service Relationship), and thereafter shall cease to represent any ownership of the Company by the grantee or rights of the grantee as a stockholder. Following such deemed reacquisition of Restricted Shares that are represented by physical certificates, a grantee shall surrender such certificates to the Company upon request without consideration. (d)Vesting of Restricted Shares. The Administrator shall specify the date or dates and/or the attainment of pre-established performance goals, objectives and other conditions on which the non-transferability of the Restricted Shares and the Company's right of repurchase or forfeiture shall lapse. 10 Å Subsequent to such date or dates and/or

the attainment of such pre-established performance goals, objectives and other conditions, the shares on which all restrictions have lapsed shall no longer be Restricted Shares and shall be deemed ævested.æ SECTION 8. RESTRICTED STOCK UNITS (a)Nature of Restricted Stock Units. The Administrator may grant Restricted Stock Units under the Plan, subject to such restrictions and conditions as the Administrator may determine. Conditions may be based on continuing employment (or other Service Relationship) and/or achievement of pre-established performance goals and objectives. Restricted Stock Units may be settled in shares of Stock (or cash, to the extent explicitly provided for in the Award Certificate) upon the satisfaction of such restrictions and conditions. Except in the case of Restricted Stock Units with a deferred settlement date that complies with Section 409A, at the end of the vesting period, the Restricted Stock Units, to the extent vested, shall be settled in the form of shares of Stock (or cash, to the extent explicitly provided for in the applicable Award Certificate). Restricted Stock Units with deferred settlement dates are subject to Section 409A and shall contain such additional terms and conditions as the Administrator shall determine in its sole discretion in order to comply with the requirements of Section 409A. (b)Election to Receive Restricted Stock Units in Lieu of Compensation. The Administrator may, in its sole discretion, permit a grantee to elect to receive a portion of future cash compensation otherwise due to such grantee in the form of an award of Restricted Stock Units. Any such election shall be made in writing and shall be delivered to the Company no later than the date specified by the Administrator and in accordance with Section 409A and such other rules and procedures established by the Administrator. Any such future cash compensation that the grantee elects to defer shall be converted to a fixed number of Restricted Stock Units based on the Fair Market Value of Stock on the date the compensation would otherwise have been paid to the grantee if such payment had not been deferred as provided herein. The Administrator shall have the sole right to determine whether and under what circumstances to permit such elections and to impose such limitations and other terms and conditions thereon as the Administrator deems appropriate. Any Restricted Stock Units that are elected to be received in lieu of cash compensation shall be fully vested, unless otherwise provided in the Award Certificate. (c)Rights as a Stockholder. A grantee shall have the rights as a stockholder only as to shares of Stock acquired by the grantee upon settlement of Restricted Stock Units; provided, however, that the grantee may be credited with Dividend Equivalent Rights with respect to the granteeæ™s Restricted Stock Units, subject to the provisions of Section 11 and such terms and conditions as the Administrator may determine. (d)Termination. Except as may otherwise be provided by the Administrator either in the Award Certificate or, subject to Section 16 below, in writing after the Award is issued, a granteeæ™s right in all Restricted Stock Units that have not vested shall automatically terminate upon the granteeæ™s termination of employment (or cessation of Service Relationship) with the Company and its Affiliates for any reason. SECTION 9. UNRESTRICTED STOCK AWARDS Grant or Sale of Unrestricted Stock. The Administrator may grant (or sell at par value or such higher purchase price determined by the Administrator) an Unrestricted Stock Award under the Plan. An Unrestricted Stock Award is an Award pursuant to which the grantee may receive shares of Stock free of any restrictions under the Plan. Unrestricted Stock Awards may be granted in respect of past services or other valid consideration, or in lieu of cash compensation due to such grantee. 11 Å SECTION 10. CASH-BASED AWARDS Grant of Cash-Based Awards. The Administrator may grant Cash-Based Awards under the Plan. The Administrator shall determine the maximum duration of the Cash-Based Award, the amount of cash to which the Cash-Based Award pertains, the conditions upon which the Cash-Based Award shall become vested or payable, and such other provisions as the Administrator shall determine. Each Cash-Based Award shall specify a cash-denominated payment amount, formula or payment ranges as determined by the Administrator. Payment, if any, with respect to a Cash-Based Award shall be made in accordance with the terms of the Award and may be made in cash. SECTION 11. DIVIDEND EQUIVALENT RIGHTS (a)Dividend Equivalent Rights. The Administrator may grant Dividend Equivalent Rights under the Plan. A Dividend Equivalent Right may be granted hereunder to any grantee as a component of an award of Restricted Stock Units or as a freestanding award. The terms and conditions of Dividend Equivalent Rights shall be specified in the Award Certificate. Dividend equivalents credited to the holder of a Dividend Equivalent Right may be paid currently or may be deemed to be reinvested in additional shares of Stock, which may thereafter accrue additional equivalents. Any such reinvestment shall be at Fair Market Value on the date of reinvestment or such other price as may then apply under a dividend reinvestment plan sponsored by the Company, if any. Dividend Equivalent Rights may be settled in cash or shares of Stock or a combination thereof, in a single installment or installments. A Dividend Equivalent Right granted as a component of an Award of Restricted Stock Units shall provide that such Dividend Equivalent Right shall be settled only upon settlement or payment of, or lapse of restrictions on, such other Award, and that such Dividend Equivalent Right shall expire or be forfeited or annulled under the same conditions as such other Award. Notwithstanding anything to the contrary, no Dividend Equivalent Rights shall be granted with respect to any Stock Options or Stock Appreciation Rights. (b)Termination. Except as may otherwise be provided by the Administrator either in the Award Certificate or, subject to Section 16 below, in writing after the Award is issued, a granteeæ™s rights in all Dividend Equivalent Rights shall automatically terminate upon the granteeæ™s termination of employment (or cessation of Service Relationship) with the Company and its Subsidiaries for any reason. SECTION 12. Transferability of Awards (a)Transferability. Except as provided in Section 12(b) below, during a granteeæ™s lifetime, such granteeæ™s Awards shall be exercisable only by the grantee, or by the granteeæ™s legal representative or guardian in the event of the granteeæ™s incapacity. No Awards shall be sold, assigned, transferred or otherwise encumbered or disposed of by a grantee other than by will or by the laws of descent and distribution or pursuant to a domestic relations order. No Awards shall be subject, in whole or in part, to attachment, execution, or levy of any kind, and any purported transfer in violation hereof shall be null and void. (b)Administrator Action. Notwithstanding Section 12(a), the Administrator, in its discretion, may provide either in the Award Certificate regarding a given Award or by subsequent written approval that the grantee may transfer the granteeæ™s Awards (other than Incentive Stock Options) to the granteeæ™s immediate family members, to trusts for the benefit of such family members or to partnerships in which such family members are the only partners, provided that the transferee agrees in writing with the Company to be bound by all of the terms and conditions of this Plan and the applicable Award. In no event may an Award be transferred by a grantee for value. 12 Å (c)Family Member. For purposes of Section 12(b), æfamily memberæ means a granteeæ™s child, stepchild, grandchild, parent, stepparent, grandparent, spouse, former spouse, sibling, niece, nephew, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law, including adoptive relationships, any person sharing the granteeæ™s household (other than a tenant of the grantee), a trust in which these persons (or the grantee) have more than 50 percent of the beneficial interest, a foundation in which these persons (or the grantee) control the management of assets and any other entity in which these persons (or the grantee) own more than 50 percent of the voting interests. (d)Designation of Beneficiary. To the extent permitted by the Company, each grantee to whom an Award has been made under the Plan may designate a beneficiary or beneficiaries to exercise any Award or receive any payment under any Award payable on or after the granteeæ™s death. Any such designation shall be on a form provided for that purpose by the Administrator and shall not be effective until received by the Administrator. If no beneficiary has been designated by a deceased grantee, or if the designated beneficiaries have predeceased the grantee, the beneficiary shall be the granteeæ™s estate. SECTION 13. TAX WITHHOLDING (a)Payment by Grantee. Each grantee shall, no later than the date as of which the value of an Award or of any Stock or other amounts received thereunder first becomes includable in the gross income of the grantee for federal income tax purposes, pay to the Company, or make arrangements satisfactory to the Administrator regarding payment of, any Federal, state, or local taxes of any kind required by law to be withheld by the Company with respect to such income. The Company and its Affiliates shall, to the extent permitted by law, have the right to deduct any such taxes from any payment of any kind otherwise due to the grantee. The Companyæ™s obligation to deliver evidence of book entry (or stock certificates) to any grantee is subject to and conditioned on tax withholding obligations being satisfied by the grantee. (b)Payment in Stock. The Administrator may require the Company or any Affiliateæ™s tax withholding obligation to be satisfied, in whole or in part, by the Company withholding from shares of Stock to be issued pursuant to any Award a number of shares with an aggregate Fair Market Value (as of the date the withholding is effected) that would satisfy the withholding amount due; provided, however, that the amount withheld does not exceed the maximum statutory tax rate or such lesser amount as is necessary to avoid liability accounting treatment. For purposes of share withholding, the Fair Market Value of withheld shares shall be determined in the same manner as the value of Stock includable in income of the grantees. The Administrator may also require the Company or any Affiliateæ™s tax withholding obligation to be satisfied, in whole or in part, by an arrangement whereby a certain number of shares of Stock issued pursuant to any Award are immediately sold and proceeds from such sale are remitted to the Company in an amount that would satisfy the withholding amount due. SECTION 14. Section 409A awards Awards are intended to be exempt from Section 409A to the greatest extent possible and to otherwise comply with Section 409A. The Plan and all Awards shall be interpreted in accordance with such intent. To the extent that any Award is determined to constitute ænonqualified deferred compensationæ within the meaning of Section 409A (a ææ409A Awardæ), the Award shall be subject to such additional rules and requirements as specified by the Administrator from time to time in order to comply with Section 409A. If any amount under a 409A Award is payable upon a æseparation from serviceæ (within the meaning of Section 409A) to a grantee who is then considered a æspecified employeeæ (within the meaning of Section 409A), then no such payment shall be made prior to the date that is the earlier of (i) six months and one day after the granteeæ™s separation from service, or (ii) the granteeæ™s death, but only to the extent such delay is necessary to prevent such payment from being subject to interest, penalties and/or additional tax imposed pursuant to Section 409A. Further, the 13 Å settlement of any 409A Award may not be accelerated except to the extent permitted by Section 409A. The Company makes no representation that any or all of the payments or benefits described in the Plan will be exempt from or comply with Section 409A and makes no undertaking to preclude Section 409A from applying to any such payment. The grantee shall be solely responsible for the payment of any taxes and penalties incurred with respect to Awards under the Plan, including under Section 409A. SECTION 15. TERMINATION OF SERVICE RELATIONSHIP, TRANSFER, LEAVE OF ABSENCE, ETC. (a)Termination of Service Relationship. If the granteeæ™s Service Relationship is with an Affiliate and such Affiliate ceases to be an Affiliate, the grantee shall be deemed to have terminated the granteeæ™s Service Relationship for purposes of the Plan. (b)For purposes of the Plan, the following events shall not be deemed a termination of a Service Relationship: (i)a transfer of employment from the Company to an Affiliate or vice versa, or from one Affiliate to another; or (ii)an approved leave of absence for military service or sickness, or for any other purpose approved by the Company, if the employeeæ™s right to re-employment is guaranteed either by a statute or by contract or under the policy pursuant to which the leave of absence was granted or if the Administrator otherwise so provides in writing. SECTION 16. AMENDMENTS AND TERMINATION The Board may, at any time, amend or discontinue the Plan and the Administrator may, at any time, amend or cancel any outstanding Award for the purpose of satisfying changes in law or for any other lawful purpose, but no such action shall materially and adversely affect rights under any outstanding Award without the holderæ™s consent. Except as provided in Section 3(c) or 3(d), without prior stockholder approval, in no event may the Administrator exercise its discretion to reduce the exercise price of outstanding Stock Options or Stock Appreciation Rights or effect repricing through cancellation and re-grants or cancellation of Stock Options or Stock Appreciation Rights in exchange for cash or other Awards or take any other action with respect to a Stock Option or Stock Appreciation Right that would be treated as a repricing under the rules and regulations of the principal U.S. national securities exchange on which the Stock is listed. To the extent determined by the Administrator to be required under the rules of any securities exchange or market system on which the Stock is listed, or by the Code to ensure that Incentive Stock Options granted under the Plan are qualified under Section 422 of the Code, Plan amendments shall be subject to approval by Company stockholders entitled to vote at a meeting of stockholders. Nothing in this Section 16 shall limit the Administratoræ™s authority to take any action permitted pursuant to Section 3(c) or 3(d). SECTION 17. STATUS OF PLAN With respect to the portion of any Award that has not been exercised and any payments in cash, Stock or other consideration not received by a grantee, a grantee shall have no rights greater than those of a general creditor of the Company unless the Administrator otherwise expressly determines in connection with any Award or Awards. In its sole discretion, the Administrator may authorize the creation of trusts or other arrangements to meet the Companyæ™s obligations to deliver Stock or make payments with respect to Awards hereunder, provided that the existence of such trusts or other arrangements is consistent with the foregoing sentence. 14 Å SECTION 18. GENERAL PROVISIONS (a)No Distribution. The Administrator may require each person acquiring Stock pursuant to an Award to represent to and agree with the Company in writing that such person is acquiring the shares without a view to distribution thereof. (b)Issuance of Stock. To the extent certificated, stock certificates to grantees under this Plan shall be deemed delivered for all purposes when the Company or a stock transfer agent of the Company has mailed such certificates in the United States mail, addressed to the grantee, at the granteeæ™s last known address on file with the Company. Uncertificated Stock shall be deemed delivered for all purposes when the Company or a Stock transfer agent of the Company has given to the grantee by electronic mail (with proof of receipt) or by United States mail, addressed to the grantee, at the granteeæ™s last known address on file with the Company, notice of issuance and recorded the issuance in its records (which may include electronic æbook entryæ records). Notwithstanding anything herein to the contrary, the Company shall not be required to issue or deliver any evidence of book entry or certificates evidencing shares of Stock pursuant to the exercise or settlement of any Award, unless and until the Administrator has determined, with advice of counsel (to the extent the Administrator deems such advice necessary or advisable), that the issuance and delivery is in compliance with all applicable laws, regulations of governmental authorities and, if applicable, the requirements of any exchange on which the shares of Stock are listed, quoted or traded. Any Stock issued pursuant to the Plan shall be subject to any stop-transfer orders and other restrictions as the Administrator deems necessary or advisable to comply with federal, state or foreign jurisdiction, securities or other laws, rules and quotation system on which the Stock is listed, quoted or traded. The Administrator may place legends on any Stock certificate or notations on any book entry to reference restrictions applicable to the Stock. In addition to the terms and conditions provided herein, the Administrator may require that an individual make such reasonable covenants, agreements and representations as the Administrator, in its discretion, deems necessary or advisable in order to comply with any such laws, regulations or requirements. The Administrator has the right to require any individual to comply with any timing or other restrictions with respect to the settlement or exercise of any Award, including a window-period limitation, as may be imposed in the discretion of the Administrator. (c)No Fractional Shares. No fractional shares of Stock shall be issued or delivered pursuant to the Plan or any Award, and the Administrator shall determine whether cash, other securities or other property shall be paid or transferred in lieu of any fractional shares, or whether such fractional shares or any rights thereto shall be canceled, terminated or otherwise eliminated. (d)Stockholder Rights. Except as otherwise provided in this Plan or an Award Certificate, until Stock is deemed delivered in accordance with Section 18(b), no right to vote or receive dividends or any other rights of a stockholder will exist with respect to shares of Stock to be issued in connection with an Award, notwithstanding the exercise of a Stock Option or any other action by the grantee with respect to an Award. (e)Other Compensation Arrangements; No Employment Rights. Nothing contained in this Plan shall prevent the Board from adopting other or additional compensation arrangements, including trusts, and such arrangements may be either generally applicable or applicable only in specific cases. The adoption of this Plan and the grant of Awards do not confer upon any employee any right to continued employment with the Company or any Subsidiary. (f)Trading Policy Restrictions. Option exercises and other Awards under the Plan shall be subject to the Companyæ™s insider trading policies and procedures, as in effect from time to time. (g)Clawback Policy. All Awards shall be subject to reduction, cancellation, forfeiture or recoupment to the extent necessary to comply with (i) any clawback, forfeiture or other similar policy adopted 15 Å by the Board or Administrator and as in effect from time to time, including the Companyæ™s Compensation Recovery Policy (as such policy may be amended and/or restated from time to time); and (ii) applicable law. Further, to the extent that the grantee receives any amount in excess of the amount that the grantee should otherwise have received under the terms of the Award for any reason (including, without limitation, by reason of a financial restatement, mistake in calculations or other administrative error), the grantee shall be required to repay any such excess amount to the Company. SECTION 19. EFFECTIVE DATE OF PLAN This Plan shall become effective upon stockholder approval in accordance with applicable state law, the Companyæ™s bylaws and articles of incorporation and applicable stock exchange rules. No Awards may be granted hereunder after the tenth anniversary of the Effective Date and no Incentive Stock Options may be granted hereunder after the tenth anniversary of the date the Plan is approved by the Board. SECTION 20. GOVERNING LAW This Plan and all Awards and actions taken thereunder shall be governed by, and construed in accordance with, the laws of the State of Delaware, applied without regard to conflict of law principles. DATE APPROVED BY BOARD OF DIRECTORS: April 9, 2024 DATE APPROVED BY STOCKHOLDERS: June 11, 2024 16 Å GLOBAL INCENTIVE STOCK OPTION AGREEMENT UNDER THE HUBSPOT, INC. 2024 STOCK OPTION AND INCENTIVE PLAN Name of Optionee: No. of Option Shares: Option Exercise Price per Share: \$ [FMV on Grant Date (110% of FMV if a 10% owner)] Grant Date: Vesting Commencement Date: Expiration Date: [No more than 10 years (5 years if a 10% owner)] Pursuant to the HubSpot, Inc. 2024 Stock Option and Incentive Plan, (as amended from time to time, the ææPlanæ) and this Global Incentive Stock Option Award Agreement, including any additional terms and conditions for the Optioneeæ™s country set forth in the appendix attached hereto (the ææAppendixæ) and together with the Global Incentive Stock Option Agreement, the ææAgreementæ), HubSpot, Inc. (the ææCompanyæ) hereby grants to the Optionee named above an option (the ææStock Optionæ) to purchase on or prior to the Expiration Date specified above all or part of the number of shares of the Companyæ™s Common Stock, par value \$0.001 per share (the ææSharesæ), specified above at the Option

Exercise Price per Share specified above subject to the terms and conditions set forth herein and in the Plan. 1. Exercisability Schedule. No portion of this Stock Option may be exercised until such portion has become exercisable. Except as set forth below, and subject to the discretion of the Administrator to accelerate the exercisability schedule hereunder, this Stock Option shall be exercisable with respect to the following number of Option Shares on the dates indicated below so long as the Optionee remains in a Service Relationship through the applicable date:

Incremental Number of Option Shares Exercisable	Exercisability Date	(%)	(%)	(%)	(%)

Notwithstanding the foregoing, in the event that the Optionee's Service Relationship terminates due to the Optionee's death, then the Option Shares shall be deemed fully vested and exercisable upon the date of the Optionee's death. Once exercisable, this Stock Option shall continue to be exercisable at any time or times prior to the close of business on the Expiration Date, subject to the provisions hereof and of the Plan. 2. Manner of Exercise. (a) The Optionee may exercise this Stock Option only in the following manner: from time to time on or prior to the Expiration Date of this Stock Option, the Optionee may give written notice to the Administrator of the Optionee's election to exercise any exercisable portion of this Stock Option at the time of such notice and purchase the corresponding Option Shares. This notice shall specify the number of Option Shares to be purchased. Payment of the Option Exercise Price for the Option Shares may be made by one or more of the following methods: (i) in cash, by certified or bank check or other instrument acceptable to the Administrator; (ii) if permitted by the Administrator, through the delivery (or attestation to the ownership) of Shares that have been purchased by the Optionee on the open market or that are beneficially owned by the Optionee and are not then subject to any restrictions under any Company plan and that otherwise satisfy any holding periods as may be required by the Administrator; (iii) by the Optionee delivering to the Company a properly executed exercise notice together with irrevocable instructions to a broker to promptly deliver to the Company cash or a check payable and acceptable to the Company to pay the Option Exercise Price, provided that in the event the Optionee chooses to pay the Option Exercise Price as so provided, the Optionee and the broker shall comply with such procedures and enter into such agreements of indemnity and other agreements as the Administrator shall prescribe as a condition of such payment procedure; (iv) if permitted by the Administrator, by a net exercise arrangement pursuant to which the Company will reduce the number of shares of Stock issuable upon exercise by the largest whole number of shares with a Fair Market Value that does not exceed the aggregate exercise price; or (v) a combination of (i), (ii), (iii), and (iv) above. Payment instruments will be received subject to collection. The transfer to the Optionee on the records of the Company or of the transfer agent of the Option Shares will be contingent upon (x) the Company's receipt from the Optionee of the full Option Exercise Price for the Option Shares, as set forth above, (y) the fulfillment of any other requirements contained herein or in the Plan or in any other agreement or provision of laws and (z) the receipt by the Company of any agreement, statement or other evidence that the Company may require to satisfy itself that the issuance of Option Shares and any subsequent resale of the Option Shares will be in compliance with applicable laws and regulations. In the event the Optionee chooses (and the Administrator permits the Optionee) to pay the Option Exercise Price by previously-owned Shares through the attestation method, the number of Shares transferred to the Optionee upon the exercise of the Stock Option shall be net of the Shares attested to. (b) The Shares purchased upon exercise of this Stock Option shall be transferred to the Optionee on the records of the Company or of the transfer agent upon compliance to the satisfaction of the Administrator with all requirements under applicable laws or regulations in connection with such transfer and with the requirements hereof and of the Plan. The determination of the Administrator as to such compliance shall be final and binding on the Optionee. The Optionee shall not be deemed to be the holder of, or to have any of the rights of a holder with respect to, any Option Shares unless and until this Stock Option has been exercised pursuant to the terms hereof, the Company or the transfer agent has transferred the Option Shares to the Optionee, and the Optionee's name has been entered as the shareholder of record on the books of the Company. Thereupon, the Optionee shall have full voting, dividend and other ownership rights with respect to such Option Shares. (c) Notwithstanding any other provision hereof or of the Plan, no portion of this Stock Option shall be exercisable after the Expiration Date hereof. 3. Termination of Service Relationship. If the Optionee's Service Relationship terminates, the period within which to exercise the Stock Option may be subject to earlier termination as set forth below. 3.1 Termination Due to Death. If the Optionee's Service Relationship terminates by reason of the Optionee's death, any portion of this Stock Option outstanding on such date may thereafter be exercised by the Optionee's legal representative or legatee for a period of 12 months from the date of death or until the Expiration Date, if earlier. (b) Termination Due to Disability. If the Optionee's Service Relationship terminates by reason of the Optionee's disability (as determined by the Administrator), any portion of this Stock Option outstanding on such date, to the extent exercisable on the date of such termination, may thereafter be exercised by the Optionee for a period of 12 months from the date of termination or until the Expiration Date, if earlier. Any portion of this Stock Option that is not exercisable on the date of termination shall terminate immediately and be of no further force or effect. (c) Termination for Cause. If the Optionee's Service Relationship is terminated by the Company or an Affiliate for Cause, any portion of this Stock Option outstanding on such date shall terminate immediately and be of no further force and effect. (d) Other Termination. If the Optionee's Service Relationship terminates for any reason other than the Optionee's death, the Optionee's disability, or Cause, and unless otherwise determined by the Administrator, any portion of this Stock Option outstanding on such date may be exercised, to the extent exercisable on the date of termination, for a period of three months from the date of termination or until the Expiration Date, if earlier. Any portion of this Stock Option that is not exercisable on the date of termination shall terminate immediately and be of no further force or effect. The Administrator's determination of the reason for termination and the date of termination of the Optionee's Service Relationship shall be conclusive and binding on the Optionee and the Optionee's representatives or legatees. 4. Incorporation of Plan. Notwithstanding anything herein to the contrary, this Stock Option shall be subject to and governed by all the terms and conditions of the Plan, including the powers of the Administrator set forth in Section 2(b) of the Plan. Capitalized terms in this Agreement shall have the meaning specified in the Plan, unless a different meaning is specified herein. 5. Transferability. This Agreement is personal to the Optionee, is non-assignable and is not transferable in any manner, by operation of law or otherwise, other than by will or the laws of descent and distribution. This Stock Option is exercisable, during the Optionee's lifetime, only by the Optionee, and thereafter, only by the Optionee's legal representative or legatee. 6. Status of the Stock Option. This Stock Option is intended to qualify as an incentive stock option under Section 422 of the U.S. Internal Revenue Code of 1986, as amended (the Code), but the Company does not represent or warrant that this Stock Option qualifies as such. The Optionee should consult with the Optionee's own tax advisors regarding the tax effects of this Stock Option and the requirements necessary to obtain favorable income tax treatment under Section 422 of the Code, including, but not limited to, holding period requirements and that this Stock Option must be exercised within three months after termination of employment as an employee (or 12 months in the case of death or disability) to qualify as an incentive stock option. To the extent any portion of this Stock Option does not so qualify as an incentive stock option, such portion shall be deemed to be a non-qualified stock option. If the Optionee intends to dispose or does dispose (whether by sale, gift, transfer or otherwise) of any Option Shares within the one-year period beginning on the date after the transfer 6.1 of such shares to the Optionee, or within the two-year period beginning on the day after the grant of this Stock Option, the Optionee will so notify the Company within 30 days after such disposition. 7. Responsibility for Taxes. (a) The Optionee acknowledges that, regardless of any action taken by the Company or, if different, the Affiliate employing the Optionee (the Employer), the ultimate liability for all income tax, social insurance, payroll tax, fringe benefits tax, payment on account or other tax-related items related to the Optionee's participation in the Plan and legally applicable to the Optionee or deemed by the Company or the Employer in its discretion to be an appropriate charge to the Optionee even if legally applicable to the Company or the Employer (Tax-Related Items) is and remains the Optionee's responsibility and may exceed the amount, if any, actually withheld by the Company or the Employer. The Optionee further acknowledges that the Company and/or the Employer (i) make no representations or undertakings regarding the treatment of any Tax-Related Items in connection with any aspect of this Stock Option, including, but not limited to, the grant, vesting or exercise of this Stock Option, the subsequent sale of Shares acquired pursuant to such exercise and the receipt of any dividends; and (ii) do not commit to and are under no obligation to structure the terms of the grant or any aspect of this Stock Option to reduce or eliminate the Optionee's liability for Tax-Related Items or achieve any particular tax result. Further, if the Optionee is subject to Tax-Related Items in more than one jurisdiction, the Optionee acknowledges that the Company and/or the Employer (or former employer, as applicable) may be required to withhold or account for Tax-Related Items in more than one jurisdiction. (b) In connection with any relevant taxable or tax withholding event, as applicable, the Optionee agrees to make adequate arrangements satisfactory to the Company and/or the Employer to satisfy all Tax-Related Items. In this regard, the Optionee authorizes the Company and/or the Employer, or their respective agents, at their discretion, to satisfy any applicable withholding obligations or rights with regard to all Tax-Related Items by one or a combination of the following: (i) withholding from the Optionee's wages or other cash compensation payable to the Optionee; (ii) allowing or requiring the Optionee to make a cash payment to cover the Tax-Related Items; (iii) withholding from proceeds of the sale of Shares acquired upon exercise of this Stock Option either through a voluntary sale or through a mandatory sale arranged by the Company (on the Optionee's behalf pursuant to this authorization without further consent); (iv) withholding from the Shares to be issued to the Optionee upon exercise of this Stock Option; or (v) any other method of withholding determined by the Company and permitted by applicable law; provided, however, that that if the Optionee is a Section 16 officer of the Company under the Exchange Act, the obligation for Tax-Related Items may be satisfied only by one or a combination of methods (i), (ii) and (iii) above. (c) The Company and/or the Employer may withhold or account for Tax-Related Items by considering statutory or other withholding rates, including maximum rates applicable in the Optionee's jurisdiction. In the event of over-withholding the Optionee may receive a refund of any over-withheld amount in cash through the Employer's normal payroll processes (with no entitlement to the equivalent in Stock) or, if not refunded, the Optionee may be able to seek a refund from the local tax authorities. In the event of under-withholding, the Optionee may be required to pay additional Tax-Related Items directly to the local tax authorities or to the Company and/or the Employer. If the obligation for Tax-Related Items is satisfied by withholding in Shares, for tax purposes, the Optionee is deemed to have been issued the full number of Shares subject to the exercised Stock Option, notwithstanding that a number of the Shares is held back solely for the purpose of paying the Tax-Related Items. (d) The Optionee agrees to pay to the Company or the Employer any amount of Tax-Related Items that the Company or the Employer may be required to withhold or account for as a result of the Optionee's 8.2 participation in the Plan that cannot be satisfied by the means previously described. The Company may refuse to issue or deliver the Shares, or the proceeds of the sale of Shares, if the Optionee fails to comply with the Optionee's obligations in connection with the Tax-Related Items. 8. No Obligation to Continue Service Relationship. The Employer is not obligated by or as a result of the Plan or this Agreement to continue the Optionee's Service Relationship, and neither the Plan nor this Agreement shall interfere in any way with the right of the Employer to terminate the Optionee's Service Relationship at any time. 9. Integration. This Agreement constitutes the entire agreement between the parties with respect to this Stock Option and supersedes all prior agreements and discussions between the parties concerning such subject matter. 10. Nature of Grant. By accepting this Stock Option, the Optionee acknowledges, understands and agrees that: (a) the Plan is established voluntarily by the Company, it is discretionary in nature, and may be modified, amended, suspended, or terminated by the Company at any time, to the extent permitted by the Plan; (b) the grant of this Stock Option is exceptional, voluntary, and occasional and does not create any contractual or other right to receive future grants of stock options, or benefits in lieu of stock options, even if stock options have been granted in the past; (c) all decisions with respect to future stock option or other grants, if any, will be at the sole discretion of the Company; (d) the Optionee is voluntarily participating in the Plan; (e) this Stock Option and the Option Shares subject to this Stock Option, and the income from and value of same, are not intended to replace any pension rights or compensation; (f) the grant of this Stock Option shall not be interpreted as forming or amending any Service Relationship with the Company or any Affiliate (including the Employer); (g) unless otherwise agreed with the Company, this Stock Option and the Option Shares subject to this Stock Option, and the income from and value of same, are not granted as consideration for, or in connection with, the service the Optionee may provide as a director of a Subsidiary; (h) this Stock Option and the Option Shares subject to this Stock Option, and the income from and value of same, are not part of normal or expected compensation for purposes of, including, without limitation, calculating any severance, resignation, termination, redundancy, dismissal, end-of-service payments, bonuses, holiday-pay, long-service awards, pension or retirement or welfare benefits, or similar payments; (i) the future value of the Option Shares subject to this Stock Option is unknown, indeterminable, and cannot be predicted with certainty; (j) if the Option Shares subject to this Stock Option do not increase in value, this Stock Option will have no value; 11.2 (k) if the Optionee exercises this Stock Option and acquires Shares, the value of such shares may increase or decrease in value, even below the Option Exercise Price; (l) no claim or entitlement to compensation or damages shall arise from forfeiture of this Stock Option resulting from the termination of the Optionee's Service Relationship (for any reason whatsoever, whether or not later found to be invalid or in breach of applicable employment or other laws in the jurisdiction where the Optionee is employed or the terms of the Optionee's employment agreement, if any); (m) unless otherwise provided in the Plan or by the Company in its discretion, this Stock Option and the benefits evidenced by this Agreement do not create any entitlement to have this Stock Option or any such benefits transferred to, or assumed by, another company nor to be exchanged, cashed out or substituted for, in connection with any corporate transaction affecting the Shares; and (n) if the Optionee resides and/or works in a country outside the United States, the following shall apply: (i) this Stock Option and any Option Shares subject to this Stock Option, and the income from and value of same, are not part of normal or expected compensation for any purpose; and (ii) neither the Company, the Employer, or any other Affiliate shall be liable for any foreign exchange rate fluctuation between the Optionee's local currency and the United States dollar that may affect the value of this Stock Option or of any amounts due to the Optionee pursuant to the exercise of this Stock Option or the subsequent sale of any Shares acquired upon exercise. 11. Appendix. Notwithstanding any provision of this Global Incentive Stock Option Agreement, if the Optionee resides in a country outside the United States or is otherwise subject to the laws of a country other than the United States, this Stock Option shall be subject to the additional terms and conditions set forth in the Appendix for the Optionee's country, if any. Moreover, if the Optionee relocates to one of the countries included in the Appendix during the term of the Stock Option, the terms and conditions for such country shall apply to the Optionee, to the extent the Company determines that the application of such terms and conditions is necessary or advisable for legal or administrative reasons. The Appendix forms part of this Agreement. 12. Language. The Optionee acknowledges that the Optionee is proficient in the English language, or has consulted with an advisor who is sufficiently proficient in English, so as to allow the Optionee to understand the terms and conditions of this Agreement. If the Optionee has received this Agreement, or any other documents related to this Stock Option and/or the Plan translated into a language other than English and if the meaning of the translated version is different than the English version, the English version will control, unless otherwise required under applicable laws. 13. Notices. Notices hereunder shall be mailed or delivered to the Company at its principal place of business and shall be mailed or delivered to the Optionee at the address on file with the Company or, in either case, at such other address as one party may subsequently furnish to the other party in writing. 14. Waivers. The Optionee acknowledges that a waiver by the Company of breach of any provision of this Agreement shall not operate or be construed as a waiver of any other provision of this Agreement, or of any subsequent breach by the Optionee or any other grantee. 15. Choice of Law. This Agreement shall be governed by, and construed in accordance with, the laws of the State of Delaware, applied without regard to conflict of law principles. 16. Venue. For purposes of litigating any dispute that arises directly or indirectly from the relationship of the parties evidenced by this Agreement, the parties hereby submit to and consent to the exclusive jurisdiction of the State of Massachusetts and agree that such litigation shall be conducted only in the courts of Middlesex County, Massachusetts, or the federal courts for the Commonwealth of Massachusetts, where this grant is made and/or to be performed, and no other courts. 17. Severability. The provisions of this Agreement are severable and if any one or more provisions are determined to be illegal or otherwise unenforceable, in whole or in part, the remaining provisions shall nevertheless be binding and enforceable. 18. Imposition of Other Requirements. The Company reserves the right to impose other requirements on this Stock Option and the Shares acquired upon exercise of this Stock Option, to the extent the Company determines it is necessary or advisable for legal or administrative reasons, and to require the Optionee to accept any additional agreements or undertakings that may be necessary to accomplish the foregoing. 19. Electronic Delivery and Participation. The Company may, in its sole discretion, decide to deliver any documents related to current or future participation in the Plan by electronic means. The Optionee hereby consents to receive such documents by electronic delivery and agree to participate in the Plan through an on-line or electronic system established and maintained by the Company or a third party designated by the Company. 20. Compliance with Law. Notwithstanding any other provision of the Plan or this Agreement, unless there is an available exemption from any registration, qualification or other legal requirement applicable to the Stock, the Company shall not be required to permit the exercise of this Stock Option and/or deliver any Shares prior to the completion of any registration or qualification of the Shares under any U.S. or non-U.S. local, state, or federal securities or other applicable law or under rulings or regulations of the U.S. Securities and Exchange Commission (the SEC) or of any other governmental regulatory body, or prior to obtaining any approval or other clearance from any U.S. or non-U.S. local, state, or federal governmental agency, which registration,

qualification, or approval the Company shall, in its absolute discretion, deem necessary or advisable. The Optionee understands that the Company is under no obligation to register or qualify the Shares with the SEC or any state or non-U.S. securities commission or to seek approval or clearance from any governmental authority for the issuance or sale of the Shares subject to this Stock Option. Further, the Optionee agrees that the Company shall have unilateral authority to amend this Agreement without the Optionee's consent to the extent necessary to comply with securities or other laws applicable to issuance of the Shares subject to this Stock Option. 21. Insider Trading Restrictions / Market Abuse Laws. By accepting this Stock Option, the Optionee acknowledges that the Optionee is bound by all the terms and conditions of any Company's insider trading policy as may be in effect from time to time. The Optionee further acknowledges that, depending on the Optionee's country, the broker's country or the country in which the Shares are listed, the Optionee may be or may become subject to insider trading restrictions and/or market abuse laws which may affect the Optionee's ability to accept, acquire, sell, or otherwise dispose of Shares, rights to Shares (e.g., this Stock Option), or rights linked to the value of Shares under the Plan during such times as the Optionee is considered to have access to information regarding the Company (as defined by the laws in the applicable jurisdictions). Local insider trading laws and regulations may prohibit the cancellation or amendment of orders the Optionee placed before the Optionee possessed inside information. Furthermore, the Optionee could be prohibited from (i) disclosing the inside information to any third party, which may include fellow employees and (ii) tipping third parties or causing them otherwise to buy or sell securities. Any restrictions under these laws or regulations are separate from and in addition to any restrictions that may be imposed under any Company's insider trading policy as may be in effect from time to time. The Optionee acknowledges that it is the Optionee's responsibility to comply with any applicable restrictions, and the Optionee should speak to the Optionee's personal advisor on this matter. 22. Foreign Asset/Account, Exchange Control and Tax Reporting. Depending on the Optionee's country, the Optionee may be subject to foreign asset/account, exchange control, tax reporting, or other requirements which may affect the Optionee's ability to acquire or hold Stock Options or Shares under the Plan or cash received from participating in the Plan (including dividends and the proceeds arising from the sale of Shares) in a brokerage/bank account outside the Optionee's country. The applicable laws of the Optionee's country may require that the Optionee report such Stock Options, Shares, accounts, assets, or transactions to the applicable authorities in such country and/or repatriate funds received in connection with the Plan to the Optionee's country within a certain time period or according to certain procedures. The Optionee acknowledges that the Optionee is responsible for ensuring compliance with any applicable requirements and should consult the Optionee's personal legal advisor to ensure compliance with applicable laws. 23. Clawback. The Optionee acknowledges and agrees that this Award is subject in all respects to the Company's Compensation Recovery Policy (the "Clawback Policy"), to the extent applicable, including the Company's ability to recoup Erroneously Awarded Compensation (as defined in the Clawback Policy) thereunder. Any action by the Company to recover Erroneously Awarded Compensation under the Clawback Policy from the Optionee shall not be deemed (i) an event giving rise to a right to resign for Good Reason, if applicable, or serve as a basis for a claim of constructive termination under any benefits or compensation arrangement applicable to the Optionee or (ii) to constitute a breach of a contract or other arrangement to which the Optionee is a party. This Section 23 is a material term of this Agreement. HUBSPOT, INC. By: Title: This Agreement is hereby accepted and the terms and conditions thereof hereby agreed to by the undersigned. Electronic acceptance of this Agreement pursuant to the Company's instructions to the Optionee (including through an online acceptance process) is acceptable. Dated: Optionee's Signature & Optionee's name and address: & 24A & APPENDIX GLOBAL INCENTIVE STOCK OPTION AGREEMENT FOR EMPLOYEES UNDER THE HUBSPOT, INC. 2024 STOCK OPTION AND INCENTIVE PLAN Capitalized terms used but not defined in this Appendix shall have the same meanings assigned to them in the Plan and/or the Global Incentive Stock Option Agreement (the "Option Agreement"). Terms and Conditions This Appendix includes additional terms and conditions that govern the Optionee's Stock Option if the Optionee works and/or resides in one of the countries listed below. If the Optionee is a citizen or resident of a country other than the one in which the Optionee is currently working and/or residing (or is considered as such for local law purposes), or the Optionee transfers employment and/or residency to a different country after the grant of this Stock Option, the Company will, in its discretion, determine the extent to which the terms and conditions contained herein will apply to the Optionee. Notifications This Appendix also includes information regarding certain other issues of which the Optionee should be aware with respect to the Optionee's participation in the Plan. The information is based on the securities, exchange control and other laws in effect in the respective countries as of May 2024. Such laws are often complex and change frequently. As a result, the Company strongly recommends that the Optionee not rely on the information noted herein as the only source of information relating to the consequences of participation in the Plan because the information may be out-of-date at the time the Optionee exercises the Stock Option or sells any Shares acquired under the Plan. In addition, the information contained herein is general in nature and may not apply to the Optionee's particular situation. As a result, the Company is not in a position to assure the Optionee of any particular result. Accordingly, the Optionee should seek appropriate professional advice as to how the relevant laws in the Optionee's country may apply to the Optionee's individual situation. If the Optionee is a citizen or resident of a country other than the one in which the Optionee is currently working and/or residing (or is considered as such for local law purposes), or if the Optionee transfers employment and/or residency to a different country after the Stock Option is granted, the notifications contained in this Appendix may not be applicable to the Optionee in the same manner. & 25A & ALL COUNTRIES OUTSIDE THE U.S., EUROPEAN UNION, EUROPEAN ECONOMIC AREA, AND UNITED KINGDOM Data Privacy Notification and Consent. (a) By accepting the Stock Option, the Optionee explicitly and unambiguously consents to the collection, use, and transfer, in electronic or other form, of the Optionee's personal data as described in the Agreement by and among, as applicable, the Employer, the Company and its other Affiliates for the exclusive purpose of implementing, administering, and managing the Optionee's participation in the Plan. (b) The Optionee understands that the Company, the Employer, and other Affiliates hold certain personal information about the Optionee, including, but not limited to, the Optionee's name, home address and telephone number, email address, date of birth, social security number, passport or other identification number (e.g., resident registration number), salary, nationality, job title, any Shares or directorships held in the Company, details of all Stock Options or any other entitlement to shares awarded, canceled, vested, unvested, or outstanding in the Optionee's favor (the "Data"), for the purpose of implementing, administering, and managing the Plan (c) The Optionee understands that Data will be transferred to Fidelity Stock Plan Services LLC, or such other stock plan service provider as may be selected by the Company in the future, which assists in the implementation, administration and management of the Plan. The Optionee understands that the recipients of the Data may be located in the United States or elsewhere, and that the recipient's country (e.g. the United States) may have different data privacy laws and protections than the Optionee's country. The Optionee may request a list with the names and addresses of any potential recipients of the Data by contacting the Optionee's local human resources representative. The Optionee authorizes the Company, Fidelity Stock Plan Services LLC, and other possible recipients that may assist the Company (presently or in the future) with implementing, administering, and managing the Plan to receive, possess, use, retain, and transfer the Data, in electronic or other form, for the sole purpose of implementing, administering, and managing the Optionee's participation in the Plan, including any requisite transfer of such Data as may be required to a broker, escrow agent, or other third party with whom the Shares received upon exercise of the Stock Option may be deposited. The Optionee understands that Data will be held only as long as is necessary to implement, administer, and manage the Optionee's participation in the Plan. The Optionee may, at any time, view Data, request information about the storage and processing of Data, require any necessary amendments to Data or refuse or withdraw the consents herein, in any case without cost, by contacting the Optionee's local human resources representative. Further, the Optionee understands that the Optionee is providing the consents herein on a purely voluntary basis. If the Optionee does not consent, or if the Optionee later seeks to revoke the consent, the Optionee's Service Relationship with the Employer will not be affected; the only consequence of refusing or withdrawing consent is that the Company would not be able to grant Stock Options or other equity awards to the Optionee or administer or maintain such awards. Therefore, the Optionee understands that refusing or withdrawing the Optionee's consent may affect the Optionee's ability to participate in the Plan. For more information on the consequences of the Optionee's refusal to consent or withdrawal of consent, the Optionee understands that the Optionee may contact the local human resources representative. & 26A & (d) Upon request of the Company or the Employer, the Optionee agrees to provide a separate executed data privacy consent form (or any other agreements or consents that may be required by the Company and/or the Employer) that the Company and/or the Employer may deem necessary to obtain from the Optionee for the purpose of administering the Optionee's participation in the Plan in compliance with the data privacy laws in the Optionee's country, either now or in the future. The Optionee understands and agrees that the Optionee will not be able to participate in the Plan if the Optionee fails to provide any such consent or agreement requested by the Company and/or the Employer. CANADA Terms and Conditions Non-Qualified Securities. All or a portion of the Option Shares subject to this Stock Option may be non-qualified securities within the meaning of the Income Tax Act (Canada). The Company may provide the Optionee with additional information and/or appropriate notification regarding the characterization of this Stock Option for Canadian income tax purposes as may be required by the Income Tax Act (Canada) and the regulations thereunder. Method of Exercise. Notwithstanding any provision of the Plan or the Option Agreement, the Optionee may not pay the Option Exercise Price by using the methods of exercise set forth in Section 2(a)(ii) of the Option Agreement or the corresponding provisions of the Plan. The following terms and conditions apply if the Optionee resides in Quebec: & Data Privacy. The following provision supplements the & Data Privacy Notification and Consent provision above in this Appendix: & The Optionee hereby authorizes the Company and the Company's representatives to discuss with and obtain all relevant information from all personnel, professional or non-professional, involved in the administration and operation of the Plan for purposes that relate to the administration of the Plan. The Optionee acknowledges and agrees that the Optionee's personal information, including any sensitive personal information, may be transferred or disclosed outside of the province of Quebec, including to the U.S. The Optionee further authorizes the Company, the Employer, its other Affiliates, and the Administrator to disclose and discuss the Plan with their advisors. The Optionee further authorizes the Company, the Employer, its other Affiliates, and the Administrator to record information and to keep such information in the Optionee's employee file. If applicable, the Optionee also acknowledges and authorizes the Company, the Employer, its other Affiliates, and the Administrator involved in the administration of the Plan to use technology for profiling purposes and to make automated decisions that may have an impact on the Optionee's participation in the Plan or the administration of the Plan. & Securities Law Information. The Optionee is permitted to sell Shares acquired under the Plan through the designated broker appointed under the Plan, if any, provided the resale of Shares acquired under the Plan takes place outside Canada through the facilities of a stock exchange on which the Shares are listed. The Shares are currently listed on the New York Stock Exchange under the symbol & HUBS. & IRELAND & 27A & Notifications Director Notification Information. Directors, shadow directors, and secretaries of an Irish Affiliate must notify such Affiliate in writing upon (i) receiving or disposing of an interest in the Company (e.g., the Stock Option, Shares, etc.), (ii) becoming aware of the event giving rise to the notification requirement, or (iii) becoming a director or secretary if such an interest exists at the time, in each case, if the interest represents more than 1% of the Company. This notification requirement also applies with respect to the interests of any spouse or children under the age of 18 of the director, shadow director, or secretary (whose interests will be attributed to the director, shadow director or secretary). The Optionee should consult with a personal legal advisor as to whether or not this notification requirement applies. & 28A & GLOBAL NON-QUALIFIED STOCK OPTION AGREEMENT UNDER THE HubSpot, Inc. 2024 STOCK OPTION AND INCENTIVE PLAN Name of Optionee: No. of Option Shares: Option Exercise Price per Share: \$ [FMV on Grant Date] Grant Date: Vesting Commencement Date: Expiration Date: [No more than 10 years] Pursuant to the HubSpot, Inc. 2024 Stock Option and Incentive Plan (as amended from time to time, the "Plan") and this Global Non-Qualified Stock Option Award Agreement, including any additional terms and conditions for the Optionee's country set forth in the appendix attached hereto (the "Appendix") and together with the Global Non-Qualified Stock Option Agreement, the "Agreement"), HubSpot, Inc. (the "Company") hereby grants to the Optionee named above an option (the "Stock Option") to purchase on or prior to the Expiration Date specified above all or part of the number of shares of the Company's Common Stock, par value \$0.001 per share (the "Shares"), specified above at the Option Exercise Price per Share specified above subject to the terms and conditions set forth herein and in the Plan. This Stock Option is not intended to be an incentive stock option under Section 422 of the U.S. Internal Revenue Code of 1986, as amended. 1. Exercisability Schedule. No portion of this Stock Option may be exercised until such portion has become exercisable. Except as set forth below, and subject to the discretion of the Administrator to accelerate the exercisability schedule hereunder, this Stock Option shall be exercisable with respect to the following number of Option Shares on the dates indicated below so long as the Optionee remains in a Service Relationship through the applicable date: Incremental Number of Option Shares Exercisable Exercisability Date (%) (%) (%) (%) & 29A & Notwithstanding the foregoing, in the event that the Optionee's Service Relationship terminates due to the Optionee's death, then the Option Shares shall be deemed fully vested and exercisable upon the date of the Optionee's death. Once exercisable, this Stock Option shall continue to be exercisable at any time or times prior to the close of business on the Expiration Date, subject to the provisions hereof and of the Plan. 2. Manner of Exercise. (a) The Optionee may exercise this Stock Option only in the following manner: from time to time on or prior to the Expiration Date of this Stock Option, the Optionee may give written notice to the Administrator of the Optionee's election to exercise any exercisable portion of this Stock Option at the time of such notice and purchase the corresponding Option Shares. This notice shall specify the number of Option Shares to be purchased. Payment of the Option Exercise Price for the Option Shares may be made by one or more of the following methods: (i) in cash, by certified or bank check or other instrument acceptable to the Administrator; (ii) if permitted by the Administrator, through the delivery (or attestation to the ownership) of Shares that have been purchased by the Optionee on the open market or that are beneficially owned by the Optionee and are not then subject to any restrictions under any Company plan and that otherwise satisfy any holding periods as may be required by the Administrator; (iii) by the Optionee delivering to the Company a properly executed exercise notice together with irrevocable instructions to a broker to promptly deliver to the Company cash or a check payable and acceptable to the Company to pay the Option Exercise Price, provided that in the event the Optionee chooses to pay the Option Exercise Price as so provided, the Optionee and the broker shall comply with such procedures and enter into such agreements of indemnity and other agreements as the Administrator shall prescribe as a condition of such payment procedure; (iv) if permitted by the Administrator, by a net exercise arrangement pursuant to which the Company will reduce the number of Option Shares issuable upon exercise by the largest whole number of Shares with a Fair Market Value that does not exceed the aggregate Option Exercise Price; or (v) a combination of (i), (ii), (iii) and (iv) above. Payment instruments will be received subject to collection. The transfer to the Optionee on the records of the Company or of the transfer agent of the Option Shares will be contingent upon (x) the Company's receipt from the Optionee of the full Option Exercise Price for the Option Shares, as set forth above, (y) the fulfillment of any other requirements contained herein or in the Plan or in any other agreement or provision of laws, and (z) the receipt by the Company of any agreement, statement or other evidence that the Company may require to satisfy itself that the issuance of Option Shares and any subsequent resale of the Option Shares will be in compliance with applicable laws and regulations. In the event the Optionee chooses (and the Administrator permits the Optionee) to pay the Option Exercise Price by previously-owned Shares through the attestation method, the number of Shares transferred to the Optionee upon the exercise of the Stock Option shall be net of the Shares attested to. (b) The Shares purchased upon exercise of this Stock Option shall be transferred to the Optionee on the records of the Company or of the transfer agent upon compliance & 30A & to the satisfaction of the Administrator with all requirements under applicable laws or regulations in connection with such transfer and with the requirements hereof and of the Plan. The determination of the Administrator as to such compliance shall be final and binding on the Optionee. The Optionee shall not be deemed to be the holder of, or to have any of the rights of a holder with respect to, any Option Shares unless and until this Stock Option has been exercised pursuant to the terms hereof, the Company or the transfer agent has transferred the Option Shares to the Optionee, and the Optionee's name has been entered as the shareholder of record on the books of the Company. Thereupon, the Optionee shall have full voting, dividend and other ownership rights with respect to such Option Shares. (c) Notwithstanding any other provision hereof or of the Plan, no portion of this Stock Option shall be exercisable after the Expiration Date hereof. 3. Termination of Service Relationship. If the Optionee's Service Relationship terminates, the period within which to exercise the Stock Option may be subject to earlier termination as set forth below. (a) Termination Due to Death. If the Optionee's Service Relationship terminates by reason of the Optionee's death, any portion of this Stock Option outstanding on such date may thereafter be exercised by the Optionee's legal representative or legatee for a period of 12 months from the date of death or until the Expiration Date, if earlier. (b) Termination Due to Disability. If the Optionee's Service Relationship terminates by reason of the Optionee's disability (as determined by the Administrator), any portion of this Stock Option outstanding on such date, to the extent exercisable on the date of such termination, may thereafter be exercised by the Optionee for a period of 12 months from the date of termination or until the Expiration Date, if earlier. Any portion of this Stock Option that is not exercisable on the date of termination shall terminate immediately and be of no further force or

effect. (c) Termination for Cause. If the Optioneeâ€™s Service Relationship is terminated by the Company or an Affiliate for Cause, any portion of this Stock Option outstanding on such date shall terminate immediately and be of no further force and effect. (d) Other Termination. If the Optioneeâ€™s Service Relationship terminates for any reason other than the Optioneeâ€™s death, the Optioneeâ€™s disability, or Cause, and unless otherwise determined by the Administrator, any portion of this Stock Option outstanding on such date may be exercised, to the extent exercisable on the date of termination, for a period of three months from the date of termination or until the Expiration Date, if earlier. Any portion of this Stock Option that is not exercisable on the date of termination shall terminate immediately and be of no further force or effect. The Administratorâ€™s determination of the reason for termination and the date of termination of the Optioneeâ€™s Service Relationship shall be conclusive and binding on the Optionee and the Optioneeâ€™s representatives or legatees. Â 31A Â 4. Incorporation of Plan. Notwithstanding anything herein to the contrary, this Stock Option shall be subject to and governed by all the terms and conditions of the Plan, including the powers of the Administrator set forth in Section 2(b) of the Plan. Capitalized terms in this Agreement shall have the meaning specified in the Plan, unless a different meaning is specified herein. 5. Transferability. This Agreement is personal to the Optionee, is non-assignable and is not transferable in any manner, by operation of law or otherwise, other than by will or the laws of descent and distribution. This Stock Option is exercisable, during the Optioneeâ€™s lifetime, only by the Optionee, and thereafter, only by the Optioneeâ€™s legal representative or legatee. 6. Responsibility for Taxes. (a) The Optionee acknowledges that, regardless of any action taken by the Company or, if different, the Affiliate employing the Optionee (the â€œEmployerâ€), the ultimate liability for all income tax, social insurance, payroll tax, fringe benefits tax, payment on account or other taxâ€related items related to the Optioneeâ€™s participation in the Plan and legally applicable to the Optionee or deemed by the Company or the Employer in its discretion to be an appropriate charge to the Optionee even if legally applicable to the Company or the Employer (â€œTax-Related Itemsâ€) is and remains the Optioneeâ€™s responsibility and may exceed the amount, if any, actually withheld by the Company or the Employer. The Optionee further acknowledges that the Company and/or the Employer (i) make no representations or undertakings regarding the treatment of any Tax-Related Items in connection with any aspect of this Stock Option, including, but not limited to, the grant, vesting or exercise of this Stock Option, the subsequent sale of Shares acquired pursuant to such exercise and the receipt of any dividends; and (ii) do not commit to and are under no obligation to structure the terms of the grant or any aspect of this Stock Option to reduce or eliminate the Optioneeâ€™s liability for Tax-Related Items or achieve any particular tax result. Further, if the Optionee is subject to Tax-Related Items in more than one jurisdiction, the Optionee acknowledges that the Company and/or the Employer (or former employer, as applicable) may be required to withhold or account for Tax-Related Items in more than one jurisdiction. (b) In connection with any relevant taxable or tax withholding event, as applicable, the Optionee agrees to make adequate arrangements satisfactory to the Company and/or the Employer to satisfy all Tax-Related Items. In this regard, the Optionee authorizes the Company and/or the Employer, or their respective agents, at their discretion, to satisfy any applicable withholding obligations or rights with regard to all Tax-Related Items by one or a combination of the following: (i) withholding from the Optioneeâ€™s wages or other cash compensation payable to the Optionee; (ii) allowing or requiring the Optionee to make a cash payment to cover the Tax-Related Items; (iii) withholding from proceeds of the sale of Shares acquired upon exercise of this Stock Option either through a voluntary sale or through a mandatory sale arranged by the Company (on the Optioneeâ€™s behalf pursuant to this authorization without further consent); (iv) withholding from the Shares to be issued to the Optionee upon exercise of this Stock Option; or (v) any other method of withholding determined by the Company and permitted by applicable law; provided, however, that that if the Optionee is a Section 16 officer of the Company under the Exchange Act, the obligation for Tax-Related Items may be satisfied only by one or a combination of methods (i), (ii) and (iii) above. Â 32A Â (c) The Company and/or the Employer may withhold or account for Tax-Related Items by considering statutory or other withholding rates, including maximum rates applicable in the Optioneeâ€™s jurisdiction. In the event of over-withholding the Optionee may receive a refund of any over-withheld amount in cash through the Employer's normal payroll processes (with no entitlement to the equivalent in Stock) or, if not refunded, the Optionee may be able to seek a refund from the local tax authorities. In the event of under-withholding, the Optionee may be required to pay additional Tax-Related Items directly to the local tax authorities or to the Company and/or the Employer. If the obligation for Tax-Related Items is satisfied by withholding in Shares, for tax purposes, the Optionee is deemed to have been issued the full number of Shares subject to the exercised Stock Option, notwithstanding that a number of the Shares is held back solely for the purpose of paying the Tax-Related Items. (d) The Optionee agrees to pay to the Company or the Employer any amount of Tax-Related Items that the Company or the Employer may be required to withhold or account for as a result of the Optioneeâ€™s participation in the Plan that cannot be satisfied by the means previously described. The Company may refuse to issue or deliver the Shares, or the proceeds of the sale of Shares, if the Optionee fails to comply with the Optioneeâ€™s obligations in connection with the Tax-Related Items. 7. No Obligation to Continue Service Relationship. The Employer is not obligated by or as a result of the Plan or this Agreement to continue the Optioneeâ€™s Service Relationship, and neither the Plan nor this Agreement shall interfere in any way with the right of the Employer to terminate the Optioneeâ€™s Service Relationship at any time. 8. Integration. This Agreement constitutes the entire agreement between the parties with respect to this Stock Option and supersedes all prior agreements and discussions between the parties concerning such subject matter. 9. Nature of Grant. By accepting this Stock Option, the Optionee acknowledges, understands and agrees that: (a) the Plan is established voluntarily by the Company, it is discretionary in nature, and may be modified, amended, suspended, or terminated by the Company at any time, to the extent permitted by the Plan; (b) the grant of this Stock Option is exceptional, voluntary, and occasional and does not create any contractual or other right to receive future grants of stock options, or benefits in lieu of stock options, even if stock options have been granted in the past; (c) all decisions with respect to future stock option or other grants, if any, will be at the sole discretion of the Company; (d) the Optionee is voluntarily participating in the Plan; (e) this Stock Option and the Option Shares subject to this Stock Option, and the income from and value of same, are not intended to replace any pension rights or compensation; Â 33A Â (f) the grant of this Stock Option shall not be interpreted as forming or amending any Service Relationship with the Company or any Affiliate (including the Employer); (g) unless otherwise agreed with the Company, this Stock Option and the Option Shares subject to this Stock Option, and the income from and value of same, are not granted as consideration for, or in connection with, the service the Optionee may provide as a director of a Subsidiary; (h) this Stock Option and the Option Shares subject to this Stock Option, and the income from and value of same, are not part of normal or expected compensation for purposes of, including, without limitation, calculating any severance, resignation, termination, redundancy, dismissal, end-of-service payments, bonuses, holiday-pay, long-service awards, pension or retirement or welfare benefits, or similar payments; (i) the future value of the Option Shares subject to this Stock Option is unknown, indeterminable, and cannot be predicted with certainty; (j) if the Option Shares subject to this Stock Option do not increase in value, this Stock Option will have no value; (k) if the Optionee exercises this Stock Option and acquires Shares, the value of such shares may increase or decrease in value, even below the Option Exercise Price; (l) no claim or entitlement to compensation or damages shall arise from forfeiture of this Stock Option resulting from the termination of the Optioneeâ€™s Service Relationship (for any reason whatsoever, whether or not later found to be invalid or in breach of applicable employment or other laws in the jurisdiction where the Optionee is employed or the terms of the Optioneeâ€™s employment agreement, if any); (m) unless otherwise provided in the Plan or by the Company in its discretion, this Stock Option and the benefits evidenced by this Agreement do not create any entitlement to have this Stock Option or any such benefits transferred to, or assumed by, another company nor to be exchanged, cashed out or substituted for, in connection with any corporate transaction affecting the Shares; and (n) if the Optionee resides and/or works in a country outside the United States, the following shall apply: (i) this Stock Option and any Option Shares subject to this Stock Option, and the income from and value of same, are not part of normal or expected compensation for any purpose; and (ii) neither the Company, the Employer, or any other Affiliate shall be liable for any foreign exchange rate fluctuation between the Optioneeâ€™s local currency and the United States dollar that may affect the value of this Stock Option or of any amounts due to the Optionee pursuant to the exercise of this Stock Option or the subsequent sale of any Shares acquired upon exercise. Â 34A Â 10. Appendix. Notwithstanding any provision of this Global Non-Qualified Stock Option Agreement, if the Optionee resides in a country outside the United States or is otherwise subject to the laws of a country other than the United States, this Stock Option shall be subject to the additional terms and conditions set forth in the Appendix for the Optioneeâ€™s country, if any. Moreover, if the Optionee relocates to one of the countries included in the Appendix during the term of the Stock Option, the terms and conditions for such country shall apply to the Optionee, to the extent the Company determines that the application of such terms and conditions is necessary or advisable for legal or administrative reasons. The Appendix forms part of this Agreement. 11. Language. The Optionee acknowledges that the Optionee is proficient in the English language, or has consulted with an advisor who is sufficiently proficient in English, so as to allow the Optionee to understand the terms and conditions of this Agreement. If the Optionee has received this Agreement, or any other documents related to this Stock Option and/or the Plan translated into a language other than English and if the meaning of the translated version is different than the English version, the English version will control, unless otherwise required under applicable laws. 12. Notices. Notices hereunder shall be mailed or delivered to the Company at its principal place of business and shall be mailed or delivered to the Optionee at the address on file with the Company or, in either case, at such other address as one party may subsequently furnish to the other party in writing. 13. Waivers. The Optionee acknowledges that a waiver by the Company of breach of any provision of this Agreement shall not operate or be construed as a waiver of any other provision of this Agreement, or of any subsequent breach by the Optionee or any other grantee. 14. Choice of Law. This Agreement shall be governed by, and construed in accordance with, the laws of the State of Delaware, applied without regard to conflict of law principles. 15. Venue. For purposes of litigating any dispute that arises directly or indirectly from the relationship of the parties evidenced by this Agreement, the parties hereby submit to and consent to the exclusive jurisdiction of the State of Massachusetts and agree that such litigation shall be conducted only in the courts of Middlesex County, Massachusetts, or the federal courts for the Commonwealth of Massachusetts, where this grant is made and/or to be performed, and no other courts. 16. Severability. The provisions of this Agreement are severable and if any one or more provisions are determined to be illegal or otherwise unenforceable, in whole or in part, the remaining provisions shall nevertheless be binding and enforceable. 17. Imposition of Other Requirements. The Company reserves the right to impose other requirements on this Stock Option and the Shares acquired upon exercise of this Stock Option, to the extent the Company determines it is necessary or advisable for legal or administrative reasons, and to require the Optionee to accept any additional agreements or undertakings that may be necessary to accomplish the foregoing. Â 35A Â 18. Electronic Delivery and Participation. The Company may, in its sole discretion, decide to deliver any documents related to current or future participation in the Plan by electronic means. The Optionee hereby consents to receive such documents by electronic delivery and agree to participate in the Plan through an on-line or electronic system established and maintained by the Company or a third party designated by the Company. 19. Compliance with Law. Notwithstanding any other provision of the Plan or this Agreement, unless there is an available exemption from any registration, qualification or other legal requirement applicable to the Stock, the Company shall not be required to permit the exercise of this Stock Option and/or deliver any Shares prior to the completion of any registration or qualification of the Shares under any U.S. or non-U.S. local, state, or federal securities or other applicable law or under rulings or regulations of the U.S. Securities and Exchange Commission (â€œSECâ€) or of any other governmental regulatory body, or prior to obtaining any approval or other clearance from any U.S. or non-U.S. local, state, or federal governmental agency, which registration, qualification, or approval the Company shall, in its absolute discretion, deem necessary or advisable. The Optionee understands that the Company is under no obligation to register or qualify the Shares with the SEC or any state or non-U.S. securities commission or to seek approval or clearance from any governmental authority for the issuance or sale of the Shares subject to this Stock Option. Further, the Optionee agrees that the Company shall have unilateral authority to amend this Agreement without the Optioneeâ€™s consent to the extent necessary to comply with securities or other laws applicable to issuance of the Shares subject to this Stock Option. 20. Insider Trading Restrictions / Market Abuse Laws. By accepting this Stock Option, the Optionee acknowledges that the Optionee is bound by all the terms and conditions of any Companyâ€™s insider trading policy as may be in effect from time to time. The Optionee further acknowledges that, depending on the Optioneeâ€™s country, the brokerâ€™s country or the country in which the Shares are listed, the Optionee may be or may become subject to insider trading restrictions and/or market abuse laws which may affect the Optioneeâ€™s ability to accept, acquire, sell, or otherwise dispose of Shares, rights to Shares (e.g., this Stock Option), or rights linked to the value of Shares under the Plan during such times as the Optionee is considered to have â€œinside informationâ€ regarding the Company (as defined by the laws in the applicable jurisdictions). Local insider trading laws and regulations may prohibit the cancellation or amendment of orders the Optionee placed before the Optionee possessed inside information. Furthermore, the Optionee could be prohibited from (i) disclosing the inside information to any third party, which may include fellow employees and (ii) â€œtippingâ€ third parties or causing them otherwise to buy or sell securities. Any restrictions under these laws or regulations are separate from and in addition to any restrictions that may be imposed under any Companyâ€™s insider trading policy as may be in effect from time to time. The Optionee acknowledges that it is the Optioneeâ€™s responsibility to comply with any applicable restrictions, and the Optionee should speak to the Optioneeâ€™s personal advisor on this matter. 21. Foreign Asset/Account, Exchange Control and Tax Reporting. Depending on the Optioneeâ€™s country, the Optionee may be subject to foreign asset/account, exchange control, tax reporting, or other requirements which may affect the Optioneeâ€™s ability to acquire or hold Stock Options or Shares under the Plan or cash received from participating in the Plan (including Â 36A Â dividends and the proceeds arising from the sale of Shares) in a brokerage/bank account outside the Optioneeâ€™s country. The applicable laws of the Optioneeâ€™s country may require that the Optionee report such Stock Options, Shares, accounts, assets, or transactions to the applicable authorities in such country and/or repatriate funds received in connection with the Plan to the Optioneeâ€™s country within a certain time period or according to certain procedures. The Optionee acknowledges that the Optionee is responsible for ensuring compliance with any applicable requirements and should consult the Optioneeâ€™s personal legal advisor to ensure compliance with applicable laws. 22. Clawback. The Optionee acknowledges and agrees that this Award is subject in all respects to the Companyâ€™s Compensation Recovery Policy (the â€œClawback Policyâ€), to the extent applicable, including the Companyâ€™s ability to recoup Erroneously Awarded Compensation (as defined in the Clawback Policy) thereunder. Any action by the Company to recover Erroneously Awarded Compensation under the Clawback Policy from the Optionee shall not be deemed (i) an event giving rise to a right to resign for Good Reason, if applicable, or serve as a basis for a claim of constructive termination under any benefits or compensation arrangement applicable to the Optionee or (ii) to constitute a breach of a contract or other arrangement to which the Optionee is a party. This Section 22 is a material term of this Agreement. HUBSPOT, INC. By: Title: This Agreement is hereby accepted and the terms and conditions thereof hereby agreed to by the undersigned. Electronic acceptance of this Agreement pursuant to the Companyâ€™s instructions to the Optionee (including through an online acceptance process) is acceptable. Dated: Optioneeâ€™s Signature Â Optioneeâ€™s name and address: Â 37A Â APPENDIX Global NON-QUALIFIED STOCK OPTION AGREEMENT FOR EMPLOYEES UNDER THE HUBSPOT, INC. 2024 STOCK OPTION AND INCENTIVE PLAN Capitalized terms used but not defined in this Appendix shall have the same meanings assigned to them in the Plan and/or the Global Non-Qualified Stock Option Agreement (the â€œOption Agreementâ€). Terms and Conditions This Appendix includes additional terms and conditions that govern the Optioneeâ€™s Stock Option if the Optionee works and/or resides in one of the countries listed below. If the Optionee is a citizen or resident of a country other than the one in which the Optionee is currently working and/or residing (or is considered as such for local law purposes), or the Optionee transfers employment and/or residency to a different country after the grant of this Stock Option, the Company will, in its discretion, determine the extent to which the terms and conditions contained herein will apply to the Optionee. Notifications This Appendix also includes information regarding certain other issues of which the Optionee should be aware with respect to the Optioneeâ€™s participation in the Plan. The information is based on the securities, exchange control and other laws in effect in the respective countries as of May 2024. Such laws are often complex and change frequently. As a result, the Company strongly recommends that the Optionee not rely on the information noted herein as the only source of information relating to the consequences of participation in the Plan because the information may be out-of-date at the time the Optionee exercises the Stock Option or sells any Shares acquired under the Plan. In addition, the information contained herein is general in nature and may not apply to the Optioneeâ€™s particular situation. As a result, the Company is not in a position to assure the Optionee of any particular result. Accordingly, the Optionee should seek appropriate professional advice as to how the relevant laws in the Optioneeâ€™s country may apply to the Optioneeâ€™s individual situation. If the Optionee is a citizen or resident of a country other than the one in which the Optionee is currently working and/or residing (or is considered as such for local law purposes), or if the Optionee transfers employment and/or residency to a different country after the Stock Option is granted, the notifications contained in this Appendix may not be applicable to the Optionee in the same manner. Â 38A Â ALL COUNTRIES OUTSIDE THE U.S., EUROPEAN UNION, EUROPEAN ECONOMIC AREA, AND UNITED KINGDOM Data Privacy Notification and Consent. (a) By accepting the Stock Option, the Optionee explicitly and unambiguously consents to the collection, use, and transfer, in electronic or other form, of the Optioneeâ€™s personal data as described in the Agreement by and among, as applicable, the Employer, the Company and its other Affiliates for the exclusive purpose of implementing, administering, and managing the Optioneeâ€™s participation in the Plan. (b) The Optionee

understands that the Company, the Employer, and other Affiliates hold certain personal information about the Optionee, including, but not limited to, the Optionee’s name, home address and telephone number, email address, date of birth, social security number, passport or other identification number (e.g., resident registration number), salary, nationality, job title, any Shares or directorships held in the Company, details of all Stock Options or any other entitlement to shares awarded, canceled, vested, unvested, or outstanding in the Optionee’s favor (the Data), for the purpose of implementing, administering, and managing the Plan (c) The Optionee understands that Data will be transferred to Fidelity Stock Plan Services LLC, or such other stock plan service provider as may be selected by the Company in the future, which assists in the implementation, administration, and management of the Plan. The Optionee understands that the recipients of the Data may be located in the United States or elsewhere, and that the recipient’s country (e.g. the United States) may have different data privacy laws and protections than the Optionee’s country. The Optionee may request a list with the names and addresses of any potential recipients of the Data by contacting the Optionee’s local human resources representative. The Optionee authorizes the Company, Fidelity Stock Plan Services LLC, and other possible recipients that may assist the Company (presently or in the future) with implementing, administering, and managing the Plan to receive, possess, use, retain, and transfer the Data, in electronic or other form, for the sole purpose of implementing, administering, and managing the Optionee’s participation in the Plan, including any requisite transfer of such Data as may be required to a broker, escrow agent, or other third party with whom the Shares received upon exercise of the Stock Option may be deposited. The Optionee understands that Data will be held only as long as is necessary to implement, administer, and manage the Optionee’s participation in the Plan. The Optionee may, at any time, view Data, request information about the storage and processing of Data, require any necessary amendments to Data or refuse or withdraw the consents herein, in any case without cost, by contacting the Optionee’s local human resources representative. Further, the Optionee understands that the Optionee is providing the consents herein on a purely voluntary basis. If the Optionee does not consent, or if the Optionee later seeks to revoke the consent, the Optionee’s Service Relationship with the Employer will not be affected; the only consequence of refusing or withdrawing consent is that the Company would not be able to grant Stock Options or other equity awards to the Optionee or administer or maintain such awards. Therefore, the Optionee understands that refusing or withdrawing the Optionee’s consent may affect the Optionee’s ability to participate in the Plan. For more information on the 39A consequences of the Optionee’s refusal to consent or withdrawal of consent, the Optionee understands that the Optionee may contact the local human resources representative. (d) Upon request of the Company or the Employer, the Optionee agrees to provide a separate executed data privacy consent form (or any other agreements or consents that may be required by the Company and/or the Employer) that the Company and/or the Employer may deem necessary to obtain from the Optionee for the purpose of administering the Optionee’s participation in the Plan in compliance with the data privacy laws in the Optionee’s country, either now or in the future. The Optionee understands and agrees that the Optionee will not be able to participate in the Plan if the Optionee fails to provide any such consent or agreement requested by the Company and/or the Employer. CANADA Terms and Conditions Non-Qualified Securities. All or a portion of the Option Shares subject to this Stock Option may be non-qualified securities within the meaning of the Income Tax Act (Canada). The Company may provide the Optionee with additional information and/or appropriate notification regarding the characterization of this Stock Option for Canadian income tax purposes as may be required by the Income Tax Act (Canada) and the regulations thereunder. Method of Exercise. Notwithstanding any provision of the Plan or the Option Agreement, the Optionee may not pay the Option Exercise Price by using the methods of exercise set forth in Section 2(a)(ii) and (iv) of the Option Agreement or the corresponding provisions of the Plan. The following terms and conditions apply if the Optionee resides in Quebec: A Data Privacy. The following provision supplements the Data Privacy Notification and Consent provision above in this Appendix: A The Optionee hereby authorizes the Company and the Company’s representatives to discuss with and obtain all relevant information from all personnel, professional or non-professional, involved in the administration and operation of the Plan for purposes that relate to the administration of the Plan. The Optionee acknowledges and agrees that the Optionee’s personal information, including any sensitive personal information, may be transferred or disclosed outside of the province of Quebec, including to the U.S. The Optionee further authorizes the Company, the Employer, its other Affiliates, and the Administrator to disclose and discuss the Plan with their advisors. The Optionee further authorizes the Company, the Employer, its other Affiliates, and the Administrator to record information and to keep such information in the Optionee’s employee file. If applicable, the Optionee also acknowledges and authorizes the Company, the Employer, its other Affiliates, and the Administrator involved in the administration of the Plan to use technology for profiling purposes and to make automated decisions that may have an impact on the Optionee’s participation in the Plan or the administration of the Plan. A 40A Notifications A Securities Law Information. The Optionee is permitted to sell Shares acquired under the Plan through the designated broker appointed under the Plan, if any, provided the resale of Shares acquired under the Plan takes place outside Canada through the facilities of a stock exchange on which the Shares are listed. The Shares are currently listed on the New York Stock Exchange under the symbol the HUBS. IRELAND Notifications Director Notification Information. Directors, shadow directors, and secretaries of an Irish Affiliate must notify such Affiliate in writing upon (i) receiving or disposing of an interest in the Company (e.g., the Stock Option, Shares, etc.), (ii) becoming aware of the event giving rise to the notification requirement, or (iii) becoming a director or secretary if such an interest exists at the time, in each case, if the interest represents more than 1% of the Company. This notification requirement also applies with respect to the interests of any spouse or children under the age of 18 of the director, shadow director, or secretary (whose interests will be attributed to the director, shadow director or secretary). The Optionee should consult with a personal legal advisor as to whether or not this notification requirement applies. A 41A GLOBAL RESTRICTED STOCK UNIT AWARD AGREEMENT UNDER THE HubSpot, Inc. 2024 STOCK OPTION AND INCENTIVE PLAN Name of Grantee: No. of Restricted Stock Units: Grant Date: Vesting Commencement Date: Pursuant to the HubSpot, Inc. 2024 Stock Option and Incentive Plan (as amended from time to time, the Plan) and this Global Restricted Stock Unit Award Agreement, including any additional terms and conditions for the Grantee’s country set forth in the appendix attached hereto (the Appendix) and together with the Global Restricted Stock Unit Award Agreement, the Agreement, HubSpot, Inc. (the Company) hereby grants an award of the number of Restricted Stock Units listed above (an Award) to the Grantee named above. Each Restricted Stock Unit shall relate to one share of Common Stock, par value \$0.001 per share (the Shares), of the Company. 1. Restrictions on Transfer of Award. This Award may not be sold, transferred, pledged, assigned or otherwise encumbered or disposed of by the Grantee, and any Shares issuable with respect to the Award may not be sold, transferred, pledged, assigned or otherwise encumbered or disposed of until (i) the Restricted Stock Units have vested as provided in Paragraph 2 of this Agreement and (ii) Shares have been issued to the Grantee in accordance with the terms of the Plan and this Agreement. 2. Vesting of Restricted Stock Units. The restrictions and conditions of Paragraph 1 of this Agreement shall lapse on the vesting dates (each such date, a Vesting Date) specified in the following schedule so long as the Grantee remains in a Service Relationship through the applicable Vesting Date. If a series of Vesting Dates is specified, then the restrictions and conditions in Paragraph 1 shall lapse only with respect to the number of Restricted Stock Units specified as vested on such Vesting Date. Incremental Number of Restricted Stock Units Vested Vesting Date (%) (%) (%) A 42A Notwithstanding the foregoing, in the event that the Grantee’s Service Relationship terminates due to the Grantee’s death, then the Restricted Stock Units shall be deemed fully vested upon the date of the Grantee’s death. The Administrator may at any time accelerate the vesting schedule specified in this Paragraph 2. 3. Termination of Service Relationship. If the Grantee’s Service Relationship terminates for any reason (including disability) prior to the satisfaction of the vesting conditions set forth in Paragraph 2 above, any Restricted Stock Units that have not vested as of such date shall automatically and without notice terminate and be forfeited, and neither the Grantee nor any of the Grantee’s successors, heirs, assigns or personal representatives will thereafter have any further rights or interests in such unvested Restricted Stock Units. 4. Issuance of Shares. As soon as practicable following each Vesting Date (but in no event later than two and one-half months after the end of the year in which the Vesting Date occurs), the Company shall issue to the Grantee (or in the event of the Grantee’s death, the Grantee’s designated beneficiary or the Grantee’s estate or legal heirs if the Grantee has not designated a beneficiary) the number of Shares equal to the aggregate number of Restricted Stock Units that have vested pursuant to Paragraph 2 of this Agreement on such Vesting Date, rounded down to the nearest whole share, and the Grantee (or the Grantee’s designated beneficiary or estate, as applicable) shall thereafter have all the rights of a stockholder of the Company with respect to such Shares. No fractional Shares shall be issued. 5. Incorporation of Plan. Notwithstanding anything herein to the contrary, this Agreement shall be subject to and governed by all the terms and conditions of the Plan, including the powers of the Administrator set forth in Section 2(b) of the Plan. Capitalized terms in this Agreement shall have the meanings specified in the Plan, unless a different meaning is specified herein. 6. Responsibility for Taxes. (a) The Grantee acknowledges that, regardless of any action taken by the Company or any Affiliate with which the Grantee has a Service Relationship (the Employer), the ultimate liability for all income tax, social insurance, payroll tax, fringe benefits tax, payment on account or other tax-related items related to the Grantee’s participation in the Plan and legally applicable to the Grantee (the Tax-Related Items) are and remains the Grantee’s responsibility and may exceed the amount, if any, actually withheld by the Company or the Employer. The Grantee further acknowledges that the Company and/or the Employer (i) make no representations or undertakings regarding the treatment of any Tax-Related Items in connection with any aspect of the Restricted Stock Units, including, but not limited to, the grant, vesting, or settlement of the Restricted Stock Units, the subsequent sale of Shares acquired pursuant to such settlement, and the receipt of any dividends; and (ii) do not commit to and are under no obligation to structure the terms of the grant or any aspect of the Restricted Stock Units to reduce or eliminate the Grantee’s liability for Tax-Related Items or achieve any particular tax result. Further, if the Grantee is subject to Tax-Related Items in more than one jurisdiction, the Grantee acknowledges that the Company and/or the Employer (or former employer, as applicable) may be required to withhold or account for Tax-Related Items in more than one jurisdiction. 43 (b) Prior to any relevant taxable or tax withholding event, as applicable, the Grantee agrees to make adequate arrangements satisfactory to the Company and/or the Employer to satisfy all Tax-Related Items. In this regard, the Grantee authorizes the Company and/or the Employer, or their respective agents, at their discretion, to satisfy any applicable withholding obligations or rights with regard to all Tax-Related Items by one or a combination of the following: (i) withholding from the Grantee’s wages or other cash compensation payable to the Grantee; (ii) withholding from proceeds of the sale of Shares acquired upon settlement of the Restricted Stock Units either through a voluntary sale or through a mandatory sale arranged by the Company (on the Grantee’s behalf pursuant to this authorization without further consent); (iii) withholding from Shares to be issued to the Grantee upon settlement of the Restricted Stock Units; or (iv) any other method of withholding determined by the Company and permitted by applicable law; provided, however, that that if the Grantee is a Section 16 officer of the Company under the Exchange Act, then any Tax-Related Items shall be withheld only by using alternative (iii). (c) Depending on the withholding method, the Company and/or the Employer may withhold or account for Tax-Related Items by considering statutory or other withholding rates, including maximum rates applicable in the Grantee’s jurisdiction. In the event of over-withholding, the Grantee may receive a refund of any over-withheld amount in cash through the Employer’s normal payroll processes (with no entitlement to the equivalent in Shares) or, if not refunded, the Grantee may be able to seek a refund from the local tax authorities. In the event of under-withholding, the Grantee may be required to pay additional Tax-Related Items directly to the local tax authorities or to the Company and/or the Employer. If the obligation for Tax-Related Items is satisfied by withholding in Shares, for tax purposes, the Grantee is deemed to have been issued the full number of Shares subject to the vested Restricted Stock Units, notwithstanding that a number of the Shares is held back solely for the purpose of paying the Tax-Related Items. (d) The Grantee agrees to pay to the Company or the Employer any amount of Tax-Related Items that the Company or the Employer may be required to withhold or account for as a result of the Grantee’s participation in the Plan that cannot be satisfied by the means previously described. The Company may refuse to issue or deliver the Shares, or the proceeds of the sale of Shares, if the Grantee fails to comply with the Grantee’s obligations in connection with the Tax-Related Items. 7. Section 409A of the Code. This Agreement shall be interpreted in such a manner that all provisions relating to the settlement of the Award are exempt from the requirements of Section 409A as short-term deferrals as described in Section 409A. 8. No Obligation to Continue Service Relationship. The Employer is not obligated by or as a result of the Plan or this Agreement to continue the Grantee’s Service Relationship, and neither the Plan nor this Agreement shall interfere in any way with the right of the Employer to terminate the Grantee’s Service Relationship at any time. 9. Integration. This Agreement constitutes the entire agreement between the parties with respect to this Award and supersedes all prior agreements and discussions between the parties concerning such subject matter. 44 A 10. Nature of Grant. In accepting the Award, the Grantee acknowledges, understands and agrees that: (a) the Plan is established voluntarily by the Company, it is discretionary in nature, and may be amended, suspended, or terminated by the Company at any time, to the extent permitted by the Plan; (b) the grant of the Restricted Stock Units is exceptional, voluntary, and occasional and does not create any contractual or other right to receive future grants of Restricted Stock Units, or benefits in lieu of Restricted Stock Units, even if Restricted Stock Units have been granted in the past; (c) all decisions with respect to future Restricted Stock Units or other grants, if any, will be at the sole discretion of the Company; (d) the Grantee is voluntarily participating in the Plan; (e) the Restricted Stock Units and any Shares subject to the Restricted Stock Units, and the income from and value of same, are not intended to replace any pension rights or compensation; (f) the grant of the Restricted Stock Units shall not be interpreted as forming or amending any Service Relationship with the Company or any Affiliate (including the Employer); (g) unless otherwise agreed with the Company, the Restricted Stock Units and the Shares subject to the Restricted Stock Units, and the income from and value of same, are not granted as consideration for, or in connection with, the service the Grantee may provide as a director of a Subsidiary; (h) the Restricted Stock Units and any Shares subject to the Restricted Stock Units, and the income from and value of same, are not part of normal or expected compensation for purposes of, including, without limitation, calculating any severance, resignation, termination, redundancy, dismissal, end-of-service payments, bonuses, long-service awards, holiday pay, pension or retirement or welfare benefits, or similar mandatory payments; (i) the future value of the Shares underlying the Restricted Stock Units is unknown, indeterminable, and cannot be predicted with certainty; (j) no claim or entitlement to compensation or damages shall arise from forfeiture of the Restricted Stock Units resulting from the termination of the Grantee’s Service Relationship (for any reason whatsoever, whether or not later found to be invalid or in breach of labor laws in the jurisdiction where the Grantee is employed or the terms of the Grantee’s employment agreement, if any); (k) unless otherwise provided in the Plan or by the Company in its discretion, the Restricted Stock Units and the benefits evidenced by this Agreement do not create any entitlement to have the Restricted Stock Units or any such benefits transferred to, or assumed by, 45 A another company nor to be exchanged, cashed out, or substituted for, in connection with any corporate transaction affecting the Shares; and (l) if the Grantee resides and/or works in a country outside the United States, the following shall apply: (i) the Restricted Stock Units and any Shares subject to the Restricted Stock Units, and the income from and value of same, are not part of normal or expected compensation for any purpose; and (ii) neither the Company, the Employer nor any other Affiliate shall be liable for any foreign exchange rate fluctuation between the Grantee’s local currency and the United States dollar that may affect the value of the Restricted Stock Units or of any amounts due to the Grantee pursuant to the settlement of the Restricted Stock Units or the subsequent sale of any Shares acquired upon settlement. 11. Appendix. Notwithstanding any provision of this Global Restricted Stock Unit Award Agreement, if the Grantee resides in a country outside the United States or is otherwise subject to the laws of a country other than the United States, the Restricted Stock Units shall be subject to the additional terms and conditions set forth in the Appendix for the Grantee’s country, if any. Moreover, if the Grantee relocates to one of the countries included in the Appendix during the term of the Restricted Stock Units, the terms and conditions for such country shall apply to the Grantee, to the extent the Company determines that the application of such terms and conditions is necessary or advisable for legal or administrative reasons. The Appendix forms part of this Agreement. 12. Language. The Grantee acknowledges that the Grantee is proficient in the English language or has consulted with an advisor who is sufficiently proficient in English, so as to allow the Grantee to understand the terms and conditions of this Agreement. If the Grantee has received this Agreement, or any other documents related to the Restricted Stock Units and/or the Plan translated into a language other than English and if the meaning of the translated version is different than the English version, the English version will control, unless otherwise required under applicable laws. 13. Notices. Notices hereunder shall be mailed or delivered to the Company at its principal place of business and shall be mailed or delivered to the Grantee at the address on file with the Company or, in either case, at such other address as one party may subsequently furnish to the other party in writing. 14. Waivers. The Grantee acknowledges that a waiver by the Company of breach of any provision of this Agreement shall not operate or be construed as a waiver of any other provision of this Agreement, or of any subsequent breach by the Grantee or any other grantee. 15. Choice of Law. This Agreement shall be governed by, and construed in accordance with, the laws of the State of Delaware, applied without regard to conflict of law principles. 16. Venue. For purposes of litigating any dispute that arises directly or indirectly from the relationship of the parties evidenced by this Agreement, the parties hereby submit to and 46 A consent to the exclusive jurisdiction of the State of Massachusetts and agree that such litigation shall be conducted only in the courts of Middlesex County, Massachusetts, or the

federal courts for the Commonwealth of Massachusetts, where this grant is made and/or to be performed, and no other courts. 17. Severability. The provisions of this Agreement are severable and if any one or more provisions are determined to be illegal or otherwise unenforceable, in whole or in part, the remaining provisions shall nevertheless be binding and enforceable. 18. Imposition of Other Requirements. The Company reserves the right to impose other requirements on the Restricted Stock Units and the Shares acquired upon settlement of the Restricted Stock Units, to the extent the Company determines it is necessary or advisable for legal or administrative reasons, and to require the Grantee to accept any additional agreements or undertakings that may be necessary to accomplish the foregoing. 19. Electronic Delivery and Participation. The Company may, in its sole discretion, decide to deliver any documents related to current or future participation in the Plan by electronic means. The Grantee hereby consents to receive such documents by electronic delivery and agree to participate in the Plan through an on-line or electronic system established and maintained by the Company or a third party designated by the Company. 20. Compliance with Law. Notwithstanding any other provision of the Plan or this Agreement, unless there is an available exemption from any registration, qualification, or other legal requirement applicable to the Shares, the Company shall not be required to permit the vesting of the Restricted Stock Units and/or deliver any Shares prior to the completion of any registration or qualification of the Shares under any U.S. or non-U.S. local, state or federal securities or other applicable law or under rulings or regulations of the U.S. Securities and Exchange Commission ("SEC") or of any other governmental regulatory body, or prior to obtaining any approval or other clearance from any U.S. or non-U.S. local, state, or federal governmental agency, which registration, qualification, or approval the Company shall, in its absolute discretion, deem necessary or advisable. The Grantee understands that the Company is under no obligation to register or qualify the Shares with the SEC or any state or non-U.S. securities commission or to seek approval or clearance from any governmental authority for the issuance or sale of the Shares subject to the Restricted Stock Units. Further, the Grantee agrees that the Company shall have unilateral authority to amend this Agreement without the Grantee's consent to the extent necessary to comply with securities or other laws applicable to issuance of the Shares subject to the Restricted Stock Units. 21. Insider Trading Restrictions / Market Abuse Laws. By accepting the Restricted Stock Units, the Grantee acknowledges that the Grantee is bound by all the terms and conditions of any Company's insider trading policy as may be in effect from time to time. The Grantee further acknowledges that, depending on the Grantee's country, the broker's country or the country in which the Shares are listed, the Grantee may be or may become subject to insider trading restrictions and/or market abuse laws which may affect the Grantee's ability to accept, acquire, sell or otherwise dispose of Shares, rights to Shares (e.g., the Restricted Stock Units), or rights linked to the value of Shares under the Plan during such times as the Grantee is considered to have inside information regarding the Company (as defined by the laws in the applicable 47 jurisdictions). Local insider trading laws and regulations may prohibit the cancellation or amendment of orders the Grantee placed before the Grantee possessed inside information. Furthermore, the Grantee could be prohibited from (i) disclosing the inside information to any third party, which may include fellow employees, and (ii) tipping third parties or causing them otherwise to buy or sell securities. Any restrictions under these laws or regulations are separate from and in addition to any restrictions that may be imposed under any Company's insider trading policy as may be in effect from time to time. The Grantee acknowledges that it is the Grantee's responsibility to comply with any applicable restrictions, and the Grantee should speak to the Grantee's personal advisor on this matter. 22. Foreign Asset/Account, Exchange Control and Tax Reporting. Depending on the Grantee's country, the Grantee may be subject to foreign asset/account, exchange control, tax reporting, or other requirements which may affect the Grantee's ability to acquire or hold Restricted Stock Units or Shares under the Plan or cash received from participating in the Plan (including dividends and the proceeds arising from the sale of Shares) in a brokerage/bank account outside the Grantee's country. The applicable laws of the Grantee's country may require that the Grantee report such Restricted Stock Units, Shares, accounts, assets, or transactions to the applicable authorities in such country and/or repatriate funds received in connection with the Plan to the Grantee's country within a certain time period or according to certain procedures. The Grantee acknowledges that the Grantee is responsible for ensuring compliance with any applicable requirements and should consult the Grantee's personal legal advisor to ensure compliance with applicable laws. 23. Clawback. The Grantee acknowledges and agrees that this Award is subject in all respects to the Company's Compensation Recovery Policy (the "Clawback Policy"), to the extent applicable, including the Company's ability to recoup Erroneously Awarded Compensation (as defined in the Clawback Policy) thereunder. Any action by the Company to recover Erroneously Awarded Compensation under the Clawback Policy from the Grantee shall not be deemed (i) an event giving rise to a right to resign for Good Reason, if applicable, or serve as a basis for a claim of constructive termination under any benefits or compensation arrangement applicable to the Grantee or (ii) to constitute a breach of a contract or other arrangement to which the Grantee is a party. This Paragraph 23 is a material term of this Agreement. HUBSPOT, INC. By: Title: This Agreement is hereby accepted and the terms and conditions thereof hereby agreed to by the undersigned. Electronic acceptance of this Agreement pursuant to the Company's instructions to the Grantee (including through an online acceptance process) is acceptable. Dated: 48 Grantee's Signature Grantee's name and address: 49 APPENDIX GLOBAL RESTRICTED STOCK UNIT AWARD AGREEMENT UNDER THE HubSpot, inc. 2024 STOCK OPTION AND INCENTIVE PLAN Capitalized terms used but not defined in this Appendix shall have the same meanings assigned to them in the Plan and/or the Global Restricted Stock Unit Award Agreement. Terms and Conditions This Appendix includes additional terms and conditions that govern the Restricted Stock Units if the Grantee works and/or resides in one of the countries listed below. If the Grantee is a citizen or resident of a country other than the one in which the Grantee is currently working and/or residing (or is considered as such for local law purposes), or the Grantee transfers employment and/or residency to a different country after the Restricted Stock Units are granted, the Company will, in its discretion, determine the extent to which the terms and conditions contained herein will apply to the Grantee. Notifications This Appendix also includes information regarding certain other issues of which the Grantee should be aware with respect to the Grantee's participation in the Plan. The information is based on the securities, exchange control and other laws in effect in the respective countries as of May 2024. Such laws are often complex and change frequently. As a result, the Company strongly recommends that the Grantee not rely on the information noted herein as the only source of information relating to the consequences of participation in the Plan because the information may be out-of-date at the time the Grantee vests in the Restricted Stock Units or sells any Shares acquired under the Plan. In addition, the information contained herein is general in nature and may not apply to the Grantee's particular situation. As a result, the Company is not in a position to assure the Grantee of any particular result. Accordingly, the Grantee should seek appropriate professional advice as to how the relevant laws in the Grantee's country may apply to the Grantee's individual situation. If the Grantee is a citizen or resident of a country other than the one in which the Grantee is currently working and/or residing (or is considered as such for local law purposes), or if the Grantee transfers employment and/or residency to a different country after the Restricted Stock Units are granted, the notifications contained in this Appendix may not be applicable to the Grantee in the same manner. ALL COUNTRIES OUTSIDE THE U.S., EUROPEAN UNION, EUROPEAN ECONOMIC AREA, AND UNITED KINGDOM 50 Data Privacy Notification and Consent. (a) By accepting the Award, the Grantee explicitly and unambiguously consents to the collection, use, and transfer, in electronic or other form, of the Grantee's personal data as described in the Agreement by and among, as applicable, the Employer, the Company, and any Affiliates for the exclusive purpose of implementing, administering, and managing the Grantee's participation in the Plan. (b) The Grantee understands that the Company, the Employer, and any Affiliates hold certain personal information about the Grantee, including, but not limited to, the Grantee's name, home address and telephone number, email address, date of birth, social security number, passport or other identification number (e.g., resident registration number), salary, nationality, job title, any Shares or directorships held in the Company, and details of all Restricted Stock Units or any other entitlement to shares awarded, canceled, vested, unvested, or outstanding in the Grantee's favor (for the purpose of implementing, administering and managing the Plan) (c) The Grantee understands that Data will be transferred to Fidelity Stock Plan Services LLC, or such other stock plan service provider as may be selected by the Company in the future, which assists in the implementation, administration, and management of the Plan. The Grantee understands that the recipients of the Data may be located in the United States or elsewhere, and that the recipient's country (e.g. the United States) may have different data privacy laws and protections than the Grantee's country. The Grantee may request a list with the names and addresses of any potential recipients of the Data by contacting the Grantee's local human resources representative. The Grantee authorizes the Company, Fidelity Stock Plan Services LLC, and other possible recipients that may assist the Company (presently or in the future) with implementing, administering, and managing the Plan to receive, possess, use, retain and transfer the Data, in electronic or other form, for the sole purpose of implementing, administering, and managing the Grantee's participation in the Plan, including any requisite transfer of such Data as may be required to a broker, escrow agent, or other third party with whom the Shares received upon vesting of the Restricted Stock Units may be deposited. The Grantee understands that Data will be held only as long as is necessary to implement, administer, and manage the Grantee's participation in the Plan. The Grantee may, at any time, view Data, request information about the storage and processing of Data, require any necessary amendments to Data, or refuse or withdraw the consents herein, in any case without cost, by contacting the Grantee's local human resources representative. Further, the Grantee understands that the Grantee is providing the consents herein on a purely voluntary basis. If the Grantee does not consent, or if the Grantee later seeks to revoke the Grantee's consent, the Grantee's Service Relationship with the Employer will not be affected; the only consequence of refusing or withdrawing consent is that the Company would not be able to grant Restricted Stock Units or other equity awards to the Grantee or administer or maintain such awards. Therefore, the Grantee understands that refusing or withdrawing the Grantee's consent may affect the Grantee's ability to participate in the Plan. For more information on the consequences of the Grantee's refusal to consent or withdrawal of consent, the Grantee understands that the Grantee may contact the local human resources representative. 51 (d) Upon request of the Company or the Employer, the Grantee agrees to provide a separate executed data privacy consent form (or any other agreements or consents that may be required by the Company and/or the Employer) that the Company and/or the Employer may deem necessary to obtain from the Grantee for the purpose of administering the Grantee's participation in the Plan in compliance with the data privacy laws in the Grantee's country, either now or in the future. The Grantee understands and agrees that the Grantee will not be able to participate in the Plan if the Grantee fails to provide any such consent or agreement requested by the Company and/or the Employer. AUSTRALIA Notifications Securities Law Information. This offer to participate in the Plan is being made under Division 1A, Part 7.12 of the Corporations Act 2001 (Cth). Tax Information. Subdivision 83A-C of the Income Tax Assessment Act, 1997 applies to the Restricted Stock Units granted under the Plan, such that the Restricted Stock Units are intended to be subject to deferred taxation. Exchange Control Information. If the Grantee is an Australian resident, exchange control reporting is required for cash transactions exceeding \$10,000 and international fund transfers. If an Australian bank is assisting with the transaction, the bank will file the report on the Grantee's behalf. If there is no Australian bank involved with the transfer, the Grantee will be required to file the report. BELGIUM There are no country-specific provisions. CANADA Terms and Conditions Award Payable Only in Shares. The Restricted Stock Units shall be paid in Shares only and do not provide the Grantee with any right to receive a cash payment. A The following terms and conditions apply if the Grantee resides in Quebec: Data Privacy. The following provision supplements the Data Privacy Notification and Consent provision above in this Appendix: A The Grantee hereby authorizes the Company and the Company's representatives to discuss with and obtain all relevant information from all personnel, professional or non-professional, involved in the administration and operation of the Plan for purposes that relate to the administration of the Plan. The Grantee acknowledges and agrees that the Grantee's personal information, including any sensitive personal information, may be transferred or disclosed outside of the province of Quebec, including to the U.S. The Grantee further authorizes the Company, the Employer, its other 52 Affiliates, and the Administrator to disclose and discuss the Plan with their advisors. The Grantee further authorizes the Company, the Employer, its other Affiliates, and the Administrator to record all relevant information and to keep such information in the Grantee's employee file. If applicable, the Grantee also acknowledges and authorizes the Company, the Employer, its other Affiliates, and the Administrator involved in the administration of the Plan to use technology for profiling purposes and to make automated decisions that may have an impact on the Grantee's participation in the Plan or the administration of the Plan. A Notifications Securities Law Information. The Grantee is permitted to sell Shares acquired under the Plan through the designated broker appointed under the Plan, if any, provided the resale of Shares acquired under the Plan takes place outside Canada through the facilities of a stock exchange on which the Shares are listed. The Shares are currently listed on the New York Stock Exchange under the symbol HUBS. COLOMBIA Terms and Conditions Nature of Grant. The following provision supplements Paragraph 10 of the Global Restricted Stock Unit Award Agreement: The Grantee acknowledges that, pursuant to Article 128 of the Colombian Labor Code, the Restricted Stock Units and related benefits do not constitute a component of the Grantee's salary for any legal purpose. Therefore, the Restricted Stock Units and related benefits will not be included and/or considered for purposes of calculating any and all labor benefits, such as legal/fringe benefits, vacations, indemnities, payroll taxes, social insurance contributions, and/or any other labor-related amount which may be payable. Notifications Securities Law Information. The Shares are not and will not be registered in the Colombian registry of publicly traded securities (Registro Nacional de Valores y Emisores) and, therefore, the Shares may not be offered to the public in Colombia. Nothing in the Plan, the Agreement, or any other document evidencing the grant of the Restricted Stock Units shall be construed as the making of a public offer of securities in Colombia. Exchange Control Information. The Grantee is responsible for complying with any and all Colombian foreign exchange restrictions, approvals, and reporting requirements in connection with the Restricted Stock Units and any Shares acquired or funds received under the Plan. This may include reporting obligations to the Central Bank (Banco de la República). If applicable, the Grantee will be required to register the Grantee's investment with the Central Bank, regardless of the value of investment. The Grantee should consult with a personal legal advisor regarding any obligations in connection with this reporting requirement. 53 FRANCE Terms and Conditions Type of Grant. The Restricted Stock Units are not granted as French-qualified awards and are not intended to qualify for the special tax and social security treatment applicable to shares granted for no consideration under Sections L. 225-197-1 to L. 225-197-5 and Sections L. 22-10-59 to L. 22-10-60 of the French Commercial Code, as amended. A Language. By accepting the Restricted Stock Units, the Grantee confirms having read and understood the documents relating to the Restricted Stock Units, which were provided to the Grantee in English. A En acceptant l'attribution d'actions gratuites Restrictées Stock Units, le Grantee confirme avoir lu et compris les documents relatifs aux Restricted Stock Units qui ont été communiqués au Grantee en langue anglaise. A GERMANY Notifications A Exchange Control Information. Certain transactions related to the Restricted Stock Units must be reported to the German Federal Bank (Bundesbank) if the value of the transaction exceeds €12,500 (the Threshold). If the Grantee acquires Shares with a value in excess of the Threshold, the Employer will generally not report the acquisition of such Shares, and the Grantee may personally be obligated to report it to the Bundesbank. In addition, the Grantee will be required to report (i) any payment the Grantee makes or receives, (ii) any Shares withheld or sold by the Company to satisfy the Employer's withholding obligations for Tax-Related Items, and (iii) any sale proceeds received when the Grantee subsequently sells the Shares, in either case if the value of the Shares exceeds the Threshold. Note that, if the Grantee reports the receipt of sale proceeds, the Grantee would not need to file a separate report when repatriating the sale proceeds to Germany. The report must be filed with the Bundesbank, either electronically using the General Statistics Reporting Portal (Allgemeines Meldeportal Statistik) available via the Bundesbank's website (www.bundesbank.de) or by such other method (e.g., email or telephone) as is permitted or required by the Bundesbank. The report must be submitted monthly or within such other time as is permitted or required by the Bundesbank. The Grantee should consult a personal advisor to ensure compliance with applicable reporting obligations. INDIA Notifications Exchange Control Information. Due to Indian exchange control regulations, the proceeds from the sale of Shares acquired at vesting of the Restricted Stock Units and any cash dividends paid on Shares acquired under the Plan must be repatriated to India within a certain period of time, as 54 required under applicable regulations. The Grantee will receive a foreign inward remittance certificate (the FIRC) from the bank where the Grantee deposits the foreign currency. The Grantee should maintain the FIRC as evidence of the repatriation of fund in the event the Reserve Bank of India, the

Financials through the Bank of Japan within 20 days of the acquisition of the Shares. **UNITED KINGDOM Terms and Conditions**
Restrictions on Sale and Transferability. The Grantee hereby agrees that any Shares acquired pursuant to the Restricted Stock Units will not be offered for sale in Singapore, unless such sale or offer is made: (1) more than six (6) months after the Grant Date or (2) pursuant to the exemptions under Part XIII Division (1) Subdivision (4) (other than section 280) of the Securities and Futures Act (Chapter 289, 2006 Ed.) (â€œSFAâ€). Notifications Â Securities Law Information. The grant of the Restricted Stock Units is being made pursuant to the â€œQualifying Personâ€ exemption under section 273(1)(f) of the SFA and is not made with a view to 55 Â the Shares being subsequently offered for sale to any other party. The Plan has not been lodged or registered as a prospectus with the Monetary Authority of Singapore. Director Notification Obligation. The directors (including alternative directors, substitute directors, and shadow directors) of a Singaporean Affiliate are subject to certain notification requirements under the Singapore Companies Act. The directors must notify the Singaporean Affiliate in writing of an interest (e.g., the Award or Shares) in the Company within two (2) business days of (i) its acquisition or disposal, (ii) any change in a previously-disclosed interest (e.g., upon vesting of the Restricted Stock Units or when Shares acquired under the Plan are subsequently sold), or (iii) becoming a director. Â SPAIN Terms and Conditions Nature of Grant. The following provision supplements Paragraph 10 of the Global Restricted Stock Unit Award Agreement: In accepting the Restricted Stock Unit, Grantee consents to participation in the Plan and acknowledges that Grantee has received a copy of the Plan. Grantee understands and agrees that, as a condition of the grant of the Restricted Stock Unit, except as provided for in the Global Restricted Stock Unit Award Agreement, the termination of Granteeâ€™s Service Relationship for any reason (including for the reasons herein) will automatically result in the loss of the Restricted Stock Unit that may have been granted and that have not vested on the date of termination. In particular, Grantee understands and agrees that any unvested Restricted Stock Unit as of Granteeâ€™s termination date, unless otherwise specified in Global Restricted Stock Unit Award Agreement, will be forfeited without entitlement to the underlying Shares or to any amount as indemnification in the event of a termination by reason of, including, but not limited to: resignation, disciplinary dismissal adjudged to be with cause, disciplinary dismissal adjudged or recognized to be without good cause (i.e., subject to a â€œdespido improcedenteâ€), individual or collective layoff on objective grounds, whether adjudged to be with cause or adjudged or recognized to be without cause, material modification of the terms of employment under Article 41 of the Workersâ€™ Statute, relocation under Article 40 of the Workersâ€™ Statute, Article 50 of the Workersâ€™ Statute, unilateral withdrawal by the Employer, and under Article 10.3 of Royal Decree 1382/1985. Furthermore, the Grantee understands that the Company has unilaterally, gratuitously, and discretely decided to grant the Restricted Stock Unit under the Plan to individuals who may be service providers of the Company or its Affiliates. The decision is a limited decision that is entered into upon the express assumption and condition that any grant will not economically or otherwise bind the Company on an ongoing basis other than to the extent set forth in the Global Restricted Stock Unit Award Agreement. Consequently, Grantee understands that the Restricted Stock Unit is granted on the assumption and condition that the Restricted Stock Unit and the Shares issued upon vesting shall not become a part of any employment or contract (with the Company, including the Employer) and shall not be considered a mandatory benefit, salary for any purposes (including 56 Â severance compensation), or any other right whatsoever. Furthermore, the Grantee understands and freely accepts that there is no guarantee that any benefit whatsoever will arise from the Restricted Stock Unit, which is gratuitous and discretionary, since the future value of the Restricted Stock Unit and the underlying Shares is unknown and unpredictable. In addition, Grantee understands that the grant of the Restricted Stock Unit would not be made to Grantee but for the assumptions and conditions referred to above; thus, Grantee acknowledges and freely accepts that should any or all of the assumptions be mistaken or should any of the conditions not be met for any reason, then any grant to Grantee shall be null and void. Notifications Â Securities Law Information. No â€œoffer of securities to the publicâ€ as defined under Spanish law, has taken place or will take place in the Spanish territory. The Global Restricted Stock Unit Award Agreement (including this Appendix) has not been nor will it be registered with the ComisiÃ³n Nacional del Mercado de Valores, and does not constitute a public offering prospectus. Exchange Control Information. The Grantee will be required to declare electronically to the Bank of Spain any securities accounts (including brokerage accounts held abroad), as well as the Shares held in such accounts, if the value of the transactions during the prior tax year or the balances in such accounts as of December 31 of the prior tax year exceed â‚¬1,000,000. Â SWEDEN Terms and Conditions A. Responsibility for Taxes. The following provision supplements Paragraph 6 of the Global Restricted Stock Unit Award Agreement: A. Without limiting the Companyâ€™s and the Employerâ€™s authority to satisfy their withholding obligations for Tax-Related Items as set forth in Paragraph 6 of the Global Restricted Stock Unit Award Agreement, by accepting the Restricted Stock Units, the Grantee authorizes the Company and/or the Employer to withhold Shares or to sell Shares otherwise deliverable to the Grantee upon settlement/vesting to satisfy Tax-Related Items, regardless of whether the Company and/or the Employer have an obligation to withhold such Tax-Related Items. UNITED KINGDOM Terms and Conditions A. Responsibility for Taxes. The following provisions supplement Paragraph 6 of the Global Restricted Stock Unit Award Agreement: A. Without limitation to Section 6 of the Global Restricted Stock Unit Award Agreement, the Grantee agrees that the Grantee is liable for all Tax-Related Items and hereby covenants to pay all such Tax-Related Items as and when requested by the Company or the Employer or by HM Revenue and Customs (â€œHMRCâ€) (or any other tax authority or any other relevant authority). The Grantee also agrees to indemnify and keep indemnified the Company or the Employer against any 57 Â Tax-Related Items that they are required to pay or withhold or have paid or will pay to HMRC (or any other tax authority or any other relevant authority) on the Granteeâ€™s behalf. A. Notwithstanding the foregoing, if the Grantee is a director or executive officer of the Company (within the meaning of Section 13(k) of the Exchange Act), the terms of the immediately foregoing provision will not apply if the indemnification can be viewed as a loan. In such case, if the amount of any income tax due is not collected from or paid by the Grantee within 90 days of the end of the U.K. tax year in which an event giving rise to the indemnification described above occurs, the amount of any uncollected income taxes may constitute a benefit to the Grantee on which additional income tax and national insurance contributions (â€œNICsâ€) may be payable. The Grantee will be responsible for reporting and paying any income tax due on this additional benefit directly to HMRC under the self-assessment regime and for paying to the Company or the Employer, as applicable, any employee NICs due on this additional benefit, which the Company or the Employer may recover from the Grantee by any of the means referred to in Section 6 of the Global Restricted Stock Unit Award Agreement. 58 EX-10.2.3 hubs-ex10.2.htm EX-10.2 EX-10.2 Exhibit 10.2 HUBSPOT, INC. AMENDED AND RESTATED NON-EMPLOYEE DIRECTOR COMPENSATION POLICY The purpose of this Amended and Restated Non-Employee Director Compensation Policy (the â€œPolicyâ€) of HubSpot, Inc. (the â€œCompanyâ€), is to provide a total compensation package that enables the Company to attract and retain, on a long-term basis, high-caliber directors who are not employees or officers of the Company or its subsidiaries (â€œOutside Directorsâ€). This Policy will become effective as of June 11, 2024 (the â€œEffective Dateâ€). In furtherance of the purpose stated above, all Outside Directors shall be paid compensation for services provided to the Company as set forth below: Cash Retainers Annual Retainer for Board Membership: \$50,000 for general availability and participation in meetings and conference calls of the Board of Directors (the â€œBoardâ€), to be paid quarterly in advance. No additional compensation will be paid for attending individual meetings of the Board. Annual Retainer for Lead Independent Director: \$25,000 to be paid quarterly, in advance. Additional Retainers for Committee Membership to be paid quarterly, in advance: Audit Committee Chairperson: \$ 20,000 Audit Committee member: \$ 15,000 Compensation Committee Chairperson: \$ 15,000 Compensation Committee member: \$ 10,000 Nominating and Corporate Governance Committee Chairperson: \$ 8,500 Nominating and Corporate Governance Committee member: \$ 6,000 Note: Chairperson retainers are in addition to member retainers. No equity retainers shall be paid as compensation for committee membership. No additional compensation will be paid for attending individual committee meetings. Outside Directors shall be entitled to retain any retainer fees paid in advance with respect to the quarter in which the Outside Director ceases to be a director or ceases to serve on a committee, as committee Chair or as Lead Independent Director. Equity Retainers Annual equity grants: On the date of each annual meeting of stockholders of the Company (each, an â€œAnnual Meetingâ€), each Outside Director will receive an annual equity award (the â€œAnnual Grantâ€) with a Value of \$250,000. Annual Grants will be in the form of restricted stock units (â€œRSUsâ€). Annual Grants will vest in equal quarterly installments over a one-year period from the grant date, with the final installment vesting on the earlier of (i) the first anniversary of the date of grant or (ii) the date of the next Annual Meeting following the date of grant, provided, however, that all vesting shall cease if the Outside Director ceases to serve as a member of the Board, unless the Board determines that the circumstances warrant continuation of vesting. Newly elected Outside Directors will receive a pro-rated Annual Grant in connection with their appointment or election to the Board. Â Value: For purposes of this Policy, â€œValueâ€ means with respect to RSUs, the product of (A) the 30-trading day trailing average of the closing price of one share of the Companyâ€™s common stock on the New York Stock Exchange (or such other market on which the Companyâ€™s common stock is then principally listed) on the grant date, and (B) the aggregate number of shares of common stock underlying such award. Acceleration of Equity Awards: All unvested equity awards held by Outside Directors will accelerate and immediately vest if the Outside Directorâ€™s service relationship ends within three months prior to or twelve months following a Sale Event (as defined in the Companyâ€™s 2024 Stock Option and Incentive Plan). Expenses The Company will reimburse all reasonable out-of-pocket expenses incurred by non-employee directors in attending meetings of the Board or any Committee. Â Last reviewed and amended: June 11, 2024 Â EX-31.1 4 hubs-ex31.1.htm EX-31.1 EX-31.1 Â Exhibit 31.1 Certification of Chief Executive Officer Pursuant to Exchange Act Rules 13a-14(a) and 15d-14(a). As Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002 I, Yamini Rangan, certify that: 1.I have reviewed this quarterly report on Form 10-Q of HubSpot, Inc.; 2.Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3.Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report; 4.The registrantâ€™s other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have: (a)Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; (b)Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; (c)Evaluated the effectiveness of the registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and (d)Disclosed in this report any change in the registrantâ€™s internal control over financial reporting that occurred during the registrantâ€™s most recent fiscal quarter (the registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrantâ€™s internal control over financial reporting; and 5.The registrantâ€™s other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrantâ€™s auditors and the audit committee of the registrantâ€™s board of directors (or persons performing the equivalent functions): (a)All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrantâ€™s ability to record, process, summarize and report financial information; and (b)Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrantâ€™s internal control over financial reporting. Date: November 6, 2024 Â By: Â /s/ Yamini Rangan Â Â Â Yamini Rangan Â Â Â Chief Executive Officer(Principal Executive Officer) Â Â EX-31.2 5 hubs-ex31.2.htm EX-31.2 EX-31.2 Â Exhibit 31.2 Certification of Chief Financial Officer Pursuant to Exchange Act Rules 13a-14(a) and 15d-14(a). As Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002 I, Kate Bueker, certify that: 1.I have reviewed this quarterly report on Form 10-Q of HubSpot, Inc.; 2.Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3.Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report; 4.The registrantâ€™s other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have: (a)Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; (b)Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; (c)Evaluated the effectiveness of the registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and (d)Disclosed in this report any change in the registrantâ€™s internal control over financial reporting that occurred during the registrantâ€™s most recent fiscal quarter (the registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrantâ€™s internal control over financial reporting; and 5.The registrantâ€™s other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrantâ€™s auditors and the audit committee of the registrantâ€™s board of directors (or persons performing the equivalent functions): (a)All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrantâ€™s ability to record, process, summarize and report financial information; and (b)Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrantâ€™s internal control over financial reporting. Date: November 6, 2024 Â By: Â /s/ Kate Bueker Â Â

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Summary of Capitalized Software Development Costs, Exclusive of those Recorded within Property and Equipment (Detail) link:presentationLink link:calculationLink link:definitionLink 995995 - Disclosure - Capitalized Software Development Costs - Additional Information (Detail) link:presentationLink link:calculationLink link:definitionLink 996005 - Disclosure - Convertible Senior Notes - Additional Information (Detail) link:presentationLink link:calculationLink link:definitionLink 996015 - Disclosure - Convertible Senior Notes - Schedule of Net Carrying Amount of Liability Component (Detail) link:presentationLink link:calculationLink link:definitionLink 996025 - Disclosure - Convertible Senior Notes - Schedule of Interest Expense (Detail) link:presentationLink link:calculationLink link:definitionLink 996035 - Disclosure - Leases - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 996045 - Disclosure - Leases - Schedule of Operating Lease Expense and Cash Payments related to Operating Lease Liabilities (Details) link:presentationLink link:calculationLink link:definitionLink 996055 - Disclosure - Leases - Schedule of Operating Sublease Income Generated under Operating Lease Agreements (Detail) link:presentationLink link:calculationLink link:definitionLink 996065 - Disclosure - Commitments and Contingencies - Additional Information (Detail) link:presentationLink link:calculationLink link:definitionLink 996075 - Disclosure - Commitments and Contingencies - Schedule of Future Minimum Payments (Detail) link:presentationLink link:calculationLink link:definitionLink 996085 - Disclosure - Commitments and Contingencies - Schedule of Future Minimum Payments Under Non-Cancelable Arrangements (Details) link:presentationLink link:calculationLink link:definitionLink 996095 - Disclosure - Business Acquisition - Additional Information (Detail) link:presentationLink link:calculationLink link:definitionLink 996105 - Disclosure - Business Acquisition - Summary of Fair Value of Assets Acquired and Liabilities Assumed (Detail) link:presentationLink link:calculationLink link:definitionLink 996115 - Disclosure - Changes in Stockholders' Equity - Summary of Changes in Stockholders' Equity (Detail) link:presentationLink link:calculationLink link:definitionLink 996125 - Disclosure - Changes in Stockholders' Equity - Summary of Changes in Stockholders' Equity (Parenthetical) (Detail) link:presentationLink link:calculationLink link:definitionLink 996135 - Disclosure - Changes in Accumulated Other Comprehensive Income (Loss) - Changes in Accumulated Other Comprehensive Income (Loss) (Detail) link:presentationLink link:calculationLink link:definitionLink 996145 - Disclosure - Stock-Based Compensation Expense - Schedule of Stock-Based Compensation Expense by Award Type (Detail) link:presentationLink link:calculationLink link:definitionLink 996155 - Disclosure - Stock-Based Compensation Expense - Effect of Stock-Based Compensation on Income by Line Item (Detail) link:presentationLink link:calculationLink link:definitionLink 996165 - Disclosure - Stock-Based Compensation Expense - Additional Information (Detail) link:presentationLink link:calculationLink link:definitionLink 996175 - Disclosure - Segment Information and Geographic Data - Additional Information (Detail) link:presentationLink link:calculationLink link:definitionLink 996185 - Disclosure - Segment Information and Geographic Data - Revenues by Geographical Region (Detail) link:presentationLink link:calculationLink link:definitionLink 996195 - Disclosure - Segment Information and Geographic Data - Long Lived Assets by Geographical Region (Detail) link:presentationLink link:calculationLink link:definitionLink 996205 - Disclosure - Restructuring Plan - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 996215 - Disclosure - Subsequent Event - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink Other Nonoperating Income (Expense) [Member] Other Income [Member] Statement [Line Items] Statement [Line Items] Long-Term Purchase Commitment [Table] Debt Instrument Debt Instrument [Axis] 0.375%Convertible Senior Notes Due 2025 as Liability Component [Member] Zero Point Three Seven Five Percent Convertible Senior Notes Due Two Thousand Twenty Five As Liability Component [Member] Zero point three seven five percent convertible senior notes due two thousand twenty five as liability component. Accounts receivable Increase (Decrease) in Accounts Receivable Entity Addresses, Address Type [Axis] Entity Address, Postal Zip Code Entity Address, Postal Zip Code Long-Term Purchase Commitment [Line Items] Revenue remaining performance obligation, contracts exceeds one year Revenue, Remaining Performance Obligation, Amount Dilutive effect of share equivalents resulting from stock options, RSUs, ESPP, PSUs, and the Conversion Options Weighted Average Number of Shares Outstanding, Diluted, Adjustment Weighted Average Number Diluted Shares Outstanding Adjustment, Total Fair Value Assets And Liabilities Measured On Recurring And Nonrecurring Basis [Table] Fair Value, Recurring and Nonrecurring [Table] Entity Incorporation, State or Country Code Entity Incorporation, State or Country Code Restructuring Restructuring Charges, Total Restructuring charges Charges Interest Paid, Excluding Capitalized Interest, Operating Activities Cash paid for interest Number of operating segment Number of Operating Segments Business Acquisition Business Combination Disclosure [Text Block] Business acquisition, description of acquired entity Business Acquisition, Description of Acquired Entity Foreign Currency Forward Contracts [Member] Foreign Currency Derivative Liabilities [Member] Beginning Balance, Shares Ending Balance, Shares Shares, Outstanding Reclassification from AOCI, Current Period, Net of Tax, Attributable to Parent Net losses reclassified from AOCI to earnings Amounts reclassified from accumulated other comprehensive income, net of tax Fair Value, Inputs, Level 2 [Member] Fair Value Hierarchy and NAV [Axis] Other comprehensive income (loss) before reclassifications OCI, before Reclassifications, Net of Tax, Attributable to Parent Net losses recognized in other comprehensive income, net of tax Summary of Fair Value of Assets Acquired and Liabilities Assumed Schedule of Recognized Identified Assets Acquired and Liabilities Assumed [Table Text Block] Percentage of equity interests acquired Business Acquisition, Percentage of Voting Interests Acquired Fair Value, Inputs, Level 2 [Member] Fair Value, Inputs, Level 2 [Member] Fair value of notes Notes Payable, Fair Value Disclosure Cashflow Inc. [Member] Cashflow Inc. [Member] Cashflow Inc. Capitalized software development costs excluded from stock based compensation Share-Based Payment Arrangement, Amount Capitalized Error Corrections and Prior Period Adjustments Restatement [Line Items] Error Corrections and Prior Period Adjustments Restatement [Line Items] Operating, Remainder of 2024 Lessee, Operating Lease, Liability, to be Paid, Remainder of Fiscal Year Leases Lessee, Operating Leases [Text Block] Commitments and Contingencies Commitments and Contingencies Disclosure [Text Block] Restructuring Cost [Table] Schedule Of Stock By Class [Table] Stock, Class of Stock [Table] Product and Service Product and Service [Axis] Short term convertible senior notes Convertible senior notes Convertible Notes Payable, Current Finite-Lived Intangible Assets by Major Class Finite-Lived Intangible Assets by Major Class [Axis] Depreciation and amortization Depreciation, Depletion and Amortization Depreciation, Depletion and Amortization, Total Collaborative Arrangement and Arrangement Other than Collaborative [Domain] Commitments to contribute additional capital Commitments To Contribute Additional Capital Commitments to contribute additional capital. Non-cash investing and financing activities: Noncash Investing and Financing Items [Abstract] ESPP [Member] Employee Stock [Member] Document Information [Table] Restructuring And Related Activities Completion Year. Restructuring And Related Activities Completion Year Restructuring and related activities completion year Concentration Risk Benchmark Concentration Risk Benchmark [Axis] Interest expense Interest expense Interest Expense, Nonoperating Interest Expense, Nonoperating, Total Changes in Stockholders' Equity Equity [Text Block] Revenues Revenue from Contract with Customer [Text Block] Sale of Stock Sale of Stock [Domain] Accounts payable, accrued expenses, and other liabilities Business Combination Recognized Identifiable Assets Acquired And Liabilities Assumed Accounts Payable And Accrued Expenses And Other Liabilities Business combination recognized identifiable assets acquired and liabilities assumed accounts payable and accrued expenses and other liabilities. Principal amount settlement, Description Description Of Principal Amount Settlement Description of principal amount settlement. Cumulative translation adjustment Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss) Arising During Period, Net of Tax Business acquisition, estimated useful life of customer relationships Finite-Lived Intangible Asset, Useful Life Entity Central Index Key Entity Central Index Key Schedule of Stock-Based Compensation Expense by Award Type Disclosure of Share-Based Compensation Arrangements by Share-Based Payment Award [Table Text Block] Computer Equipment and Purchased Software [Member] Computer Equipment And Purchased Software [Member] Computer equipment and purchased software. Schedule of Available-for-sale Securities [Line Items] Debt Securities, Available-for-Sale [Line Items] Other current and noncurrent assets Business Combination Recognized Identifiable Assets Acquired And Liabilities Assumed Other Current And Non Current Assets Business combination recognized identifiable assets acquired and liabilities assumed other current and non-current assets. Payments to acquire businesses, working capital adjustment Payments To Acquire Businesses Working Capital Adjustment Payments to acquire businesses working capital adjustment. Warrants [Member] Warrant [Member] Changes in assets and liabilities Increase (Decrease) in Operating Capital [Abstract] Equity method investment Equity Method Investment, Aggregate Cost Schedule Of Employee Service Share Based Compensation Allocation Of Recognized Period Costs [Table] Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table] Prepaid expenses and other assets Increase (Decrease) in Prepaid Expense and Other Assets Increase (Decrease) in Prepaid Expense and Other Assets, Total Income Statement [Abstract] Entity Address, State or Province Entity Address, State or Province Issuance of common stock under stock plans Stock Issued During Period, Value, Employee Stock Purchase Plan Issuance of common stock under stock plans Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Assets [Abstract] Income (loss) before income tax expense Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Loss before income tax expense Revision of Prior Period [Axis] Revision of Prior Period Percentage of closing price to trigger debt conversion Debt Instrument, Convertible, Threshold Percentage of Stock Price Trigger Global Office Spaces Leases Member Global Office Spaces Leases Member Global Office Spaces Leases [Member] Concentration Risk Type Concentration Risk Type [Domain] Fair Value Balance Sheet Grouping Financial Statement Captions [Line Items] Fair Value, Balance Sheet Grouping, Financial Statement Captions [Line Items] Deferred revenue, revenue recognized Contract with Customer, Liability, Revenue Recognized Equity method investment Equity Method Investments and Joint Ventures Disclosure [Text Block] Summary of Contractual Maturities of Short and Long Term Investments Investments Classified by Contractual Maturity Date [Table Text Block] Summary of Capitalized Software Development Costs, Exclusive of those Recorded within Property and Equipment Summary Of Capitalized Software Development Costs Table [Text Block] Tabular disclosure of capitalized software and developments costs, including the gross balance incurred, accumulated amortization, and net value. Amortization of issuance costs Amortization of Debt Issuance Costs Cover [Abstract] Vendor commitments member. Vendor Commitments [Member] Vendor Commitments [Member] Subsequent Event [Line Items] Net income (loss) per share, basic Earnings Per Share, Basic, Total Earnings Per Share, Basic Net loss per common share, basic Unrealized Gains Debt Securities, Available-for-Sale, Accumulated Gross Unrealized Gain, before Tax Operating expenses: Operating Expenses [Abstract] Short-term deferred revenue Deferred revenue Contract with Customer, Liability, Current Sales and Marketing [Member] Selling and Marketing Expense [Member] Other Comprehensive Income Cumulative Adjustment from Adoption of Convertible Debt Standard During Period Net of Tax Other comprehensive income cumulative adjustment from adoption of convertible debt standard during period net of tax. Cumulative adjustment from adoption of convertible debt standard Derivative Instruments and Hedging Activities Disclosure [Text Block] Derivatives Share-Based Payment Arrangement, Expense Total stock-based compensation expense Stock-based compensation expense Non-cancelable arrangements, 2028 Purchase Obligation, to be Paid, Year Four Retained earnings Accumulated deficit Retained Earnings (Accumulated Deficit) Retained Earnings (Accumulated Deficit), Total Retained Earnings (Accumulated Deficit), Beginning Balance Retained Earnings (Accumulated Deficit), Ending Balance Class of warrant or right, share settled and issued. Class of Warrant or Right, Share Settled and Issued Shares settled and issued Outside Of Americas [Member] Outside Of Americas [Member] Outside of Americas. Segment Reporting [Abstract] Supplemental cash flow disclosure: Supplemental Cash Flow Elements [Abstract] Current assets: Assets, Current [Abstract] Earnings Per Share, Diluted, Other Disclosure [Abstract] Investment Type Investment Type [Axis] Net cash and cash equivalents provided by operating activities Net Cash Provided by (Used in) Operating Activities Total purchase price Business Combination, Recognized Identifiable Assets Acquired, Goodwill, and Liabilities Assumed, Net Product and Service [Domain] Product and Service Accumulated other comprehensive income Accumulated Other Comprehensive Income (Loss), Net of Tax Accumulated Other Comprehensive Income (Loss), Net of Tax, Total New lease commencement period Lessee Operating Lease Commencement Period Lessee operating lease commencement period. Debt

Instrument [Line Items] Debt Instrument [Line Items] Property, Plant and Equipment, Net Property and equipment, net Property and equipment, net Property, Plant and Equipment, Net, Beginning Balance Property, Plant and Equipment, Net, Ending Balance Operating, 2028 Lessee, Operating Lease, Liability, to be Paid, Year Four Deferred revenue, net of current portion Contract with Customer, Liability, Noncurrent Operating Activities: Net Cash Provided by (Used in) Operating Activities [Abstract] Accumulated amortization Capitalized Computer Software, Accumulated Amortization Type of Restructuring [Domain] Additional Invoice Recognized Additional invoice recognized. Additional Invoicing Restructuring and Related Activities [Abstract] Employee reduction percentage. Employee Reduction Percentage Employee reduction percentage Options [Member] Non-cancelable arrangements, 2026 2023 Purchase Obligation, to be Paid, Year Two Unrealized gain (loss) on investments, net of income taxes OCI, Debt Securities, Available-for-Sale, Unrealized Holding Gain (Loss), before Adjustment, after Tax Statement of Cash Flows [Abstract] Conversion Option of the 2022 Notes and Warrants [Member] Convertible Debt Securities [Member] Cumulative Translation Adjustment [Member] Accumulated Foreign Currency Adjustment Attributable to Parent [Member] Antidilutive Securities, Name Antidilutive Securities, Name [Domain] Other Comprehensive Income (Loss), Available-for-Sale Securities, Tax, Portion Attributable to Parent Other Comprehensive Income (Loss), Available-for-sale Securities, Tax, Portion Attributable to Parent, Total Changes in unrealized gain (loss) on investments, income taxes Capitalized software development costs, net Capitalized software development costs, net Capitalized Computer Software, Net Capitalized Computer Software, Net, Beginning Balance Capitalized Computer Software, Net, Ending Balance Warrants holders option to purchase number of shares of companyâ€™s common stock Class of Warrant or Right, Number of Securities Called by Warrants or Rights Outside Of United States [Member] Rest Of The World [Member] Rest of the world. Restructuring Costs, Total Restructuring Costs Restructuring charges Equity Components Equity Components [Axis] Entity Address, Address Line One Entity Address, Address Line One Summary of Reconciliation of Denominator Used in Calculation of Basic and Diluted Net income (Loss) Per Share Schedule of Earnings Per Share, Basic and Diluted [Table Text Block] Accrued compensation costs Employee-related Liabilities, Current Employee-related Liabilities, Current, Total Hedging Designation [Domain] Property, Plant and Equipment [Line Items] Property, Plant and Equipment [Line Items] Subsequent Event Type Subsequent Event Type [Axis] Nonoperating Income (Expense) Total other income Schedule of Potentially Dilutive Common Stock Equivalents Schedule of Antidilutive Securities Excluded from Computation of Earnings Per Share [Table Text Block] Hedging Relationship [Axis] Unamortized issuance costs Unamortized Debt Issuance Expense Amendment Flag Amendment Flag Changes in unrealized loss on cash flow hedges, net of income taxes of \$52 and \$115 for the three months and nine months ended September 30, 2024, and \$0 for the three and nine months ended September 30, 2023 Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification and Tax, Parent, Total Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification and Tax, Parent Increase (Decrease) in Operating Lease Liability Reduction in operating lease liability Increase in operating lease liabilities Operating lease liabilities, net of current portion Operating Lease, Liability, Noncurrent Geographic Concentration Risk [Member] Geographic Concentration Risk [Member] Debt Instrument, Name Debt Instrument, Name [Domain] Additional paid-in capital Additional Paid in Capital, Common Stock Additional Paid in Capital, Common Stock, Beginning Balance Additional Paid in Capital, Common Stock, Ending Balance Long-term investments Debt Securities, Available-for-Sale, Noncurrent Net income (loss) Net loss Restructuring Charges [Member] Restructuring Plan [Member] Research and Development [Member] Research and Development Expense [Member] Stock-based compensation expense. Stock-Based Compensation Expense [Member] Equity Component Equity Component [Domain] Statistical Measurement Statistical Measurement [Domain] General and administrative General and Administrative Expense General and Administrative Expense, Total Changes in unrealized loss on investments, net of income taxes of \$0 for the three and nine months ended September 30, 2024 and 2023 Other Comprehensive Income (Loss), Available-for-Sale Securities Adjustment, Net of Tax, Portion Attributable to Parent Other Comprehensive Income (Loss), Available-for-sale Securities Adjustment, Net of Tax, Portion Attributable to Parent, Total Conversion of the 2025 Notes Adjustments to Additional Paid in Capital, Equity Component of Convertible Debt Equity component of notes payable, net of issuance costs & repayment Total interest expense Interest Expense, Debt Other (expense) income Other Nonoperating Income (Expense) Other Nonoperating Income (Expense), Total Furniture and Fixtures [Member] Furniture and Fixtures [Member] Treasury Stock [Member] Treasury Stock, Common [Member] Disaggregation of Revenue [Table] Net Income (Loss), Including Portion Attributable to Noncontrolling Interest, Total Net Income (Loss), Including Portion Attributable to Noncontrolling Interest Net loss Operating Lease, Payments Cash payments Unamortized debt discount Debt Instrument, Unamortized Discount Debt Instrument, Unamortized Discount, Total Issuance of common stock under stock plans, Shares Stock Issued During Period, Shares, Employee Stock Purchase Plans Issuance of common stock under stock plans, Shares Non-cancelable arrangements, Thereafter Purchase Obligation, to be Paid, after Year Four Purchase Obligation, to be paid, after year Four. Operating Lease, Expense Operating lease expense Prepaid expenses and other current assets Prepaid Expense and Other Assets, Current Collaborative Arrangement and Arrangement Other than Collaborative [Axis] Other Comprehensive Income (Loss), Net of Tax, Total Other Comprehensive Income (Loss), Net of Tax Other comprehensive income (loss), net of tax 0.25% Convertible Senior Notes Due 2022 as Liability Component [Member] Zero Point Two Five Percent Convertible Senior Notes Due Two Thousand Twenty Two As Liability Component [Member] Zero point two five percent convertible senior notes due two thousand twenty two as liability component. Comprehensive income (loss) Comprehensive Income (Loss), Net of Tax, Attributable to Parent Comprehensive loss Finite-Lived Intangible Assets, Major Class Name Finite-Lived Intangible Assets, Major Class Name [Domain] Unrealized Gain (Loss) on Derivate Instruments [Member] AOCI, Derivative Qualifying as Hedge, Excluded Component, Parent [Member] Commitments and Contingencies [Line Items] Commitments And Contingencies [Line Items] Commitments and contingencies. Purchases of investments Payments to Acquire Debt Securities, Available-for-Sale Maturities of investments Proceeds from Maturities, Prepayments and Calls of Debt Securities, Available-for-Sale Revenue [Member] Revenue Benchmark [Member] Antidilutive Securities Antidilutive Securities [Axis] Corporate Bonds [Member] Corporate Bond Securities [Member] Cost of revenues: Cost of Goods and Services Sold [Abstract] Revenue remaining performance obligation percentage recognized Revenue Remaining Performance Obligation Percentage Recognized Revenue remaining performance obligation percentage recognized. Kate buecker Kate buecker [Member] Impairment of strategic investments Impairment Of Strategic Investments Impairment of strategic investments. Entity Interactive Data Current Entity Interactive Data Current Aggregate Fair Value, Due within one year Debt Securities, Available-for-Sale, Fair Value, Maturity, Allocated and Single Maturity Date, Year One Payment for Debt Extinguishment or Debt Prepayment Cost Conversion premium in excess of principal amount Lessee operating lease commitments not yet commenced. Lessee Operating Lease Commitments Not Yet Commenced Lessee operating lease commitments not yet commenced Document Quarterly Report Document Quarterly Report Schedule of Net Carrying Amount of Notes Convertible Debt [Table Text Block] Before reclassifications net of tax attributable to parent. Before Reclassifications Net of Tax Attributable to Parent Net losses recognized in other comprehensive income, net of tax Total cash, cash equivalents, and restricted cash Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents, Beginning Balance Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents, Ending Balance Balance Sheet Location Statement of Financial Position Location, Balance [Axis] Statistical Measurement Statistical Measurement [Axis] Schedule Of Equity Method Investments [Table] Equity Method Investment [Table] Total cost of revenues Cost of Goods and Services Sold Cost of Goods and Services Sold, Total Cost of revenues Restricted stock units taxes paid in cash. Debt instrument, payment terms Debt Instrument, Payment Terms Fair value of financial assets Assets, Fair Value Disclosure Commercial Paper [Member] Commercial Paper, Not Included with Cash and Cash Equivalents [Member] Sales and marketing Selling and Marketing Expense Selling and Marketing Expense, Total Commercial Paper [Member] Commercial Paper [Member] Acquisition of a business, net of cash acquired Cash purchase price for the acquisition, net of cash acquired Payments to Acquire Businesses, Net of Cash Acquired Payments to Acquire Businesses, Net of Cash Acquired, Total Remainder of 2024 Purchase Obligation, to be Paid, Remainder of Fiscal Year Non-cancelable arrangements, 2025 Purchase Obligation, to be Paid, Year One Long Lived Assets by Geographical Region Long-Lived Assets by Geographic Areas [Table Text Block] Capitalized Software And P&SE [Member] Capitalized Software And Property Plant And Equipment [Member] Capitalized software and property plant and equipment. Debt instrument, convertible, threshold consecutive trading days Debt Instrument, Convertible, Threshold Consecutive Trading Days Income Statement Location Statement of Income Location, Balance [Axis] Total assets Assets Taxes Paid on Restricted Stock Units Vesting Taxes paid on restricted stock units vesting. Restructuring Type [Axis] Cost of Revenue, Subscription [Member] Cost Of Subscription Revenues [Member] Cost of subscription revenues. Debt Instrument [Table] Schedule of Long-Term Debt Instruments [Table] Business Acquisition [Line Items] Business Acquisition [Line Items] Recent Accounting Pronouncements New Accounting Pronouncements, Policy [Policy Text Block] Entity Address, City or Town Entity Address, City or Town Accumulated Other Comprehensive Loss [Member] Accumulated Other Comprehensive Income (Loss) [Member] AOCI Attributable to Parent [Member] Equity [Abstract] Carrying amount of investment Equity Method Investment, Difference Between Carrying Amount and Underlying Equity Equity Method Investment, Difference Between Carrying Amount and Underlying Equity, Total Cash consideration subject to customary post-closing adjustments and conditions Business Combination, Price of Acquisition, Expected Alyssa harvey dawson Alyssa Harvey Dawson [Member] 0.375% Convertible Senior Notes Due 2025 as Equity Component [Member] Zero Point Three Seven Five Percent Convertible Senior Notes Due Two Thousand Twenty Five As Equity Component [Member] Zero point three seven five percent convertible senior notes due two thousand twenty five as equity component. Conversion Option of the 2025 Notes [Member] Convertible Senior Notes Due Two Thousand Twenty Five [Member] Convertible Senior Notes due 2025. 2025 Convertible Notes Hedging Relationship [Domain] Performance-based restricted stock units. Performance-Based Restricted Stock units [Member] PSUs [Member] Principal Principal amount of long term debt Debt Instrument, Face Amount Cash consideration Payments to Acquire Real Estate Payments to Acquire Real Estate, Total Revision of Prior Period [Domain] Revision of Prior Period Lessee Extended Operating Lease Term Of Contract Lessee extended operating lease, term of contract. Lease terms Schedule Of Segment Reporting Information By Segment [Table] Schedule of Segment Reporting Information, by Segment [Table] Amortized Cost Basis, Due within one year Debt Securities, Available-for-Sale, Amortized Cost, Maturity, Allocated and Single Maturity Date, Year One Europe [Member] Europe [Member] Private Offering [Member] Private Placement [Member] Stock-Based Compensation Expense Share-Based Payment Arrangement [Text Block] Construction in Progress [Member] Construction in Progress [Member] Accumulated Other Comprehensive Income Loss [Line Items] Accumulated Other Comprehensive Income (Loss) [Line Items] Cost of purchased capped call options Cost Of Purchased Capped Call Options Cost of purchased capped call options. Fair Value Disclosures [Abstract] Deferred revenue Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Liabilities, Deferred Revenue Proceeds from settlement of Convertible Note Hedges related to the 2022 Convertible Notes Proceeds From Settlement Of Convertible Notes Proceeds from settlement of convertible notes. Cash received upon settlement Fixed assets disposals Fixed Assets Disposals Fixed assets disposals Proceeds from net working capital settlement. Proceeds From Net Working Capital Settlement Proceeds from net working capital settlement Equity component of the 2022 Notes conversions, Shares Adjustments To Additional Paid In Capital Convertible Debt With Conversion Feature Shares Adjustments to additional paid in capital convertible debt with conversion feature, shares. Hustle Con Media, Inc. [Member] Hustle Con Media Inc [Member] Hustle Con Media, Inc. Current liabilities: Liabilities, Current [Abstract] Liabilities accrued Accrued Liabilities Accrued Liabilities, Total Restructuring Costs. Restructuring Costs [Line Items] Document Type Document Type Impairment charges Asset Impairment Charges Asset Impairment Charges, Total Title of 12(b) Security Title of 12(b) Security Cash and cash equivalents Cash and Cash Equivalents, at Carrying Value Cash and Cash Equivalents, at Carrying Value, Total Cash and Cash Equivalents, at Carrying Value, Beginning Balance Cash and Cash Equivalents, at Carrying Value, Ending Balance Balance Sheet Location Statement of Financial Position Location, Balance [Domain] Debt instrument convertible carrying amount of the equity component shares. Debt Instrument Convertible Carrying Amount Of The Equity Component Share Equity component of notes payable, net of issuance costs & repayment, Shares Schedule of Lease Expense and Cash Payments related to Operating Lease Liabilities Lease, Cost [Table Text Block] Statement of Stockholders' Equity [Abstract] Document Fiscal Period Focus Document Fiscal Period Focus Research and development Research and Development Expense Research and Development Expense, Total Employee taxes paid related to the net share settlement of stock-based awards Payment, Tax Withholding, Share-Based Payment Arrangement Amortization of deferred commission expense Amortization of Deferred Sales Commissions Acquisition effective date Business Acquisition, Effective Date of Acquisition Address Type [Domain] Revenues: Disaggregation of Revenue [Abstract] Total property and equipment Property, Plant and Equipment, Gross Property, Plant and Equipment, Gross, Total Property, Plant and Equipment, Gross, Beginning Balance Property, Plant and Equipment, Gross, Ending Balance Settlement of Convertible Note Hedges Convertible Debt Hedges Settlement Convertible debt hedges settlement. Subsequent Event Type Subsequent Event Type [Domain] Subscription [Member] Subscription and Circulation [Member] Derivative Instruments, Gain (Loss) [Line Items] Foreign currency translation adjustment Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax, Portion Attributable to Parent Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax, Portion Attributable to Parent, Total Improvement reimbursements from landlords Payments for (Proceeds from) Tenant Allowance Schedule of Restructuring Reserve by Type of Cost [Table Text Block] Summary of Restructuring Liabilities Error Correction [Table] Error Correction [Table] Restructuring and Related Cost, Cost Incurred to Date Restructuring costs Foreign Currency Cash Flow Hedge Gain (Loss) Reclassified to Earnings, Net Revenue Strategic Investments [Member] Strategic Investments [Member] Strategic investments. Accounting Changes and Error Corrections [Abstract] Warrants exercise price per share Class of Warrant or Right, Exercise Price of Warrants or Rights Financial Instruments [Domain] Former Address [Member] Unrealized currency translation Unrealized Gain (Loss), Foreign Currency Transaction, before Tax Revenue remaining performance obligations recognition period Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period Accumulated Gain (Loss), Net, Cash Flow Hedge, Parent [Member] Accumulated Gain (Loss), Net, Cash Flow Hedge, Parent Sale of Stock Sale of Stock [Axis] Investing Activities: Net Cash Provided by (Used in) Investing Activities [Abstract] Investments Investments [Domain] Americas [Member] Americas [Member] Summary of Reconciliation of Cash, Cash Equivalents and Restricted Cash Schedule Of Cash And Cash Equivalents Restricted Cash And Cash Equivalents Table [Text Block] Tabular disclosure of reconciliation of cash cash equivalents and restricted cash. Total revenues Total revenue Revenue from Contract with Customer, Excluding Assessed Tax Revenue from Contract with Customer, Excluding Assessed Tax, Total Additions in deferred revenue Contract With Customer Liability Additions Contract with customer liability additions. Statement of Comprehensive Income [Abstract] Accumulated Other Comprehensive Income Loss [Table] Accumulated Other Comprehensive Income (Loss) [Table] Designated as Hedging Instrument [Member] Foreign Currency Cash Flow Hedge Gain (Loss) to be Reclassified During Next 12 Months Unrealized gain (losses) before tax on foreign currency contracts expected to be reclassified into revenue over next 12 months Intangible assets, net Finite-Lived Intangible Assets, Net Finite-Lived Intangible Assets, Net, Total Finite-Lived Intangible Assets, Net, Beginning Balance Finite-Lived Intangible Assets, Net, Ending Balance Debt Securities Available For Sale [Table] Debt Securities, Available-for-Sale [Table] Depreciation and amortization Depreciation, Depletion and Amortization, Nonproduction Depreciation, Depletion and Amortization, Nonproduction, Total Accounts payable Increase (Decrease) in Accounts Payable Increase (Decrease) in Accounts Payable, Total Liabilities and stockholdersâ€™ equity Liabilities and Equity [Abstract] Document Period End Date Document Period End Date Net Cash Provided by (Used in) Financing Activities Net cash and cash equivalents provided by financing activities Equity method investment Payments to Acquire Equity Method Investments Stockholders' Equity Note [Abstract] Black Economic Development Fund [Member] Black Economic Development Fund [Member] Black Economic Development Fund. Debt instrument, convertible, threshold trading days Debt Instrument, Convertible, Threshold Trading Days Antidilutive securities excluded from computation of earnings per share Antidilutive Securities Excluded from Computation of Earnings Per Share, Amount Aggregate Fair Value, Due after 1 year through 2 years Debt Securities, Available-for-Sale, Fair Value, Maturity, Allocated and Single Maturity Date, after Year One Through Five Non-cancelable arrangements, 2027 2024 Purchase Obligation, to be Paid, Year Three Stock-based compensation APIC, Share-Based Payment Arrangement, Increase for Cost Recognition APIC, Share-based Payment Arrangement, Increase for Cost Recognition, Total Percentage of ownership interest and income share Equity Method Investment, Ownership Percentage 0.25% Convertible Senior Notes Due 2022 [Member] 2025 2022 Notes [Member] Zero point two five percent convertible senior notes due two thousand twenty two. Income tax expense Income tax (expense) benefit Income tax benefit Income Tax Expense (Benefit) Income Tax Expense (Benefit), Total Trading Symbol Trading Symbol Business Combinations [Abstract] Ending Balance, Amount Beginning Balance, Amount Total stockholdersâ€™ equity Beginning Balance, Amount Ending Balance, Amount Equity, Attributable to Parent Principal amount of each convertible note Debt Instrument Convertible Conversion Ratio Denominator Debt instrument convertible conversion ratio denominator. Long-Lived Tangible Asset Long-Lived Tangible Asset [Axis] Other long-term liabilities Other Liabilities, Noncurrent Other Liabilities, Noncurrent, Total Debt instrument, conversion price per share Common stock conversion price Debt Instrument, Convertible, Conversion Price Derivative Instrument Derivative Instrument [Axis] RSUs [Member] Restricted Stock Units (RSUs) [Member] Schedule Of Property Plant And Equipment [Table] Property, Plant and Equipment [Table] Goodwill Goodwill Goodwill, Total Goodwill, Beginning Balance Goodwill,

Ending Balance Disposal of fixed asset. Disposal Of Fixed Asset Disposal of fixed asset Restricted Cash Restricted Cash Cash and Cash Equivalents Disclosure [Text Block] Effect of Stock-Based Compensation on Income by Line Item Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table Text Block] (Benefit from) provision for deferred income taxes Deferred Income Tax Expense (Benefit) Deferred Income Tax Expense (Benefit), Total Geographical Geographical [Axis] Unrealized Losses Debt Securities, Available-for-Sale, Accumulated Gross Unrealized Loss, before Tax Leases [Abstract] Deferred commission expense, net of current portion Deferred Costs, Noncurrent Deferred Costs, Noncurrent, Total Proceeds from issuance of notes Proceeds from issuance of 2025 Convertible Notes, net of issuance costs paid of \$9.9 million Proceeds from Issuance of Long-Term Debt Proceeds from Issuance of Long-term Debt, Total Percentage of long lived assets held outside of the Americas Concentration risk, percentage Percentage of revenues generated outside of the Americas Scenario, Adjustment [Member] Adjustments [Member] Class Of Stock [Line Items] Class of Stock [Line Items] Schedule Of Business Acquisitions By Acquisition [Table] Schedule of Business Acquisitions, by Acquisition [Table] Scenario [Axis] Dharmesh shah Dharmesh Shah [Member] Security Exchange Name Security Exchange Name Derivative price risk options strike price. Derivative Price Risk Options Strike Price Derivative, price risk option strike price Business Acquisition, Acquiree Business Acquisition, Acquiree [Domain] Total operating expenses Operating Expenses Revenues by Geographic Region Revenue from External Customers by Geographic Areas [Table Text Block] Cash Flow Hedges [Member] Long-Lived Tangible Asset Long-Lived Tangible Asset [Domain] Unrealized gain (loss) on investments, tax OCI, Debt Securities, Available-for-Sale, Unrealized Holding Gain (Loss), before Adjustment, Tax Less accumulated depreciation Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment, Total Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment, Beginning Balance Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment, Ending Balance Fair Value of Financial Instruments Fair Value Disclosures [Text Block] Operating, 2027 Lessee, Operating Lease, Liability, to be Paid, Year Three Hedging option strike price per common stock Hedging Option Strike Price Per Common Stock Hedging option strike price per common stock. Subsequent Event [Member] Subsequent Event [Member] Maximum [Member] Maximum [Member] Restructuring and Related Activities Disclosure [Text Block] Restructuring Plan Total liabilities and stockholdersâ€™ equity Liabilities and Equity Operating leases right-of-use assets Right-of-use assets Operating Lease, Right-of-Use Asset Net income (loss) per share, diluted Earnings Per Share, Diluted, Total Earnings Per Share, Diluted Net loss per common share, diluted Leasehold Improvements [Member] Leasehold Improvements [Member] Total liabilities Liabilities Research and Development [Abstract] Deferred commission expense Increase (Decrease) in Deferred Compensation Restructuring and Related Cost, Expected Cost, Total Restructuring and Related Cost, Expected Cost Estimates charges incurred Fair Value Hierarchy and NAV Fair Value Hierarchy and NAV [Domain] Total current assets Assets, Current Debt securities, available-for-sale, realized gain Debt Securities, Available-for-Sale, Realized Gain Recognized gain on investment Net cash and cash equivalents used in investing activities Net Cash Provided by (Used in) Investing Activities Capped Call Options [Member] Capped Call Options [Member] Capped call options. Facilities. Facilities [Member] Schedule of Cash Flow Hedges Included in Accumulated Other Comprehensive Income (Loss) [Table Text Block] Schedule of Derivatives and the Impact on AOCI Forecast [Member] Customer relationships Business Combination Recognized Identifiable Assets Acquired And Liabilities Assumed Customer Relationships Business combination recognized identifiable assets acquired and liabilities assumed customer relationships. Entity Filer Category Entity Filer Category Property, Plant and Equipment [Abstract] Organization and Operations Organization, Consolidation and Presentation of Financial Statements Disclosure [Text Block] Payment For Purchase Of Strategic Investments The cash outflow associated with the investments in private companies. Purchases of strategic investments Nonoperating Income (Expense) [Abstract] Other income (expense): Asset Retirement Obligations Through Noncash Payments (Proceeds) Amount Asset Retirement Obligations Through Noncash Payments (Proceeds) Amount Asset retirement obligations Derivative, Notional Amount Notional equivalent amount Current Fiscal Year End Date Current Fiscal Year End Date Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Stock-based compensation Share-Based Payment Arrangement, Noncash Expense Share-based Payment Arrangement, Noncash Expense, Total Contractual interest expense Interest Expense, Debt, Excluding Amortization Revenue remaining performance obligation contract period. Revenue remaining performance obligation contract period Revenue Remaining Performance Obligation Contract Period Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis] Entity Registrant Name Entity Registrant Name Gross profit Gross Profit Gross Profit Net income (Loss) per Share Earnings Per Share [Text Block] Debt instrument, maturity date Debt Instrument, Maturity Date Entity Emerging Growth Company Entity Emerging Growth Company Accrued expenses and other current liabilities fair value disclosure. Accrued Expenses and Other Current Liabilities Fair Value Disclosure Fair value of accrued expenses and other current liabilities Investment, Type [Extensible Enumeration] Equity Method Investments and Joint Ventures [Abstract] Money Market Funds [Member] Money Market Funds [Member] Weighted average common shares used in computing basic net income (loss) per share: Weighted Average Number of Shares Outstanding, Basic Weighted Average Number of Shares Outstanding, Basic, Total Weighted-average common shares outstanding - basic Operating, Thereafter Lessee Operating Lease Liability Payments Due After Year Four Lessee operating lease liability payments due after year four. Incremental rent over lease term Incremental rent over lease term Business acquisition, date of agreement Business Acquisition, Date of Acquisition Agreement Schedule Of Equity Method Investments [Line Items] Schedule of Equity Method Investments [Line Items] Operating sublease income Sublease Income Concentration Risk Type Concentration Risk Type [Axis] Cash and Cash Equivalents [Abstract] Current backlog asset Business Combination Recognized Identifiable Assets Acquired And Liabilities Assumed Current Backlog Asset Business combination recognized identifiable assets acquired and liabilities assumed current backlog asset. Fair Value, Inputs, Level 1 [Member] Fair Value, Inputs, Level 1 [Member] Debt Disclosure [Abstract] Convertible Senior Notes Long-Term Debt [Text Block] Total long lived assets Right Of Use Asset And Property Plant And Equipment Net Right of use asset and property plant and equipment net. Fair value of restricted cash Restricted Cash Fair Value Disclosure Restricted cash fair value disclosure. Derivative Instruments, Gain (Loss) [Table] Financial Instrument [Axis] Asia Pacific [Member] Asia Pacific [Member] Unrealized Gain (Loss) on Investments [Member] AOCI, Accumulated Gain (Loss), Debt Securities, Available-for-Sale, Parent [Member] General and Administrative [Member] General and Administrative Expense [Member] Revenues Revenue [Policy Text Block] Share-Based Payment Arrangement [Abstract] Changes in Accumulated Other Comprehensive Income (Loss) Comprehensive Income (Loss) Note [Text Block] Changes in Accumulated Other Comprehensive Income (Loss) Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block] Aggregate Fair Value Aggregate Fair Value, Total Fair value of short and long term investments Debt Securities, Available-for-Sale Accounting Policies [Abstract] Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification, Tax, Parent, Total Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification, Tax, Parent Changes in unrealized gain (loss) on cash flow hedges, income taxes 0.25%Convertible Senior Notes Due 2022 as Equity Component [Member] Zero Point Two Five Percent Convertible Senior Notes Due Two Thousand Twenty Two As Equity Component [Member] Zero point two five percent convertible senior notes due two thousand twenty two as equity component. Increase (decrease) in deferred commission expense Increase Decrease In Deferred Sales Commission Increase (decrease) in deferred sales commission. Stockholdersâ€™ equity: Equity, Attributable to Parent [Abstract] Common stock shares covered under capped call transactions Common Stock Shares Covered Under Capped Call Transactions Common stock shares covered under capped call transactions. Effect of exchange rate changes on cash, cash equivalents, and restricted cash Effect of Exchange Rate on Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations Effect of Exchange Rate on Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations, Total Statement [Table] Statement [Table] Schedule of Property and Equipment, Net Property, Plant and Equipment [Table Text Block] Subsequent Event [Table] Schedule of Operating Sublease Income Generated under Operating Lease Agreements Schedule Of Operating Sublease Income Table [Text Block] Schedule of operating sublease income, Entity File Number Entity File Number Segment Information and Geographic Data Segment Reporting Disclosure [Text Block] Net increase in cash, cash equivalents and restricted cash Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect Revenue from Contract with Customer [Abstract] Earnings Per Share [Abstract] Schedule of Future Minimum Payments Contractual Obligation, Fiscal Year Maturity [Table Text Block] Statement of Financial Position [Abstract] Loss from operations Operating Income (Loss) Loss from operations Amortization of software development costs, exclusive of costs recorded within property and equipment Capitalized Computer Software, Amortization Entity Shell Company Entity Shell Company Purchase Obligation Purchase Obligation, Total Entity Tax Identification Number Entity Tax Identification Number Assets Assets [Abstract] Schedule of Error Corrections and Prior Period Adjustments [Table Text Block] Summary Of Interim Consolidated Statements Of Operations Entity Current Reporting Status Entity Current Reporting Status Internal Use Software [Member] Software Development [Member] Property and Equipment, Net Property, Plant and Equipment Disclosure [Text Block] Subsequent Events [Abstract] Previously Reported [Member] As Previously Reported [Member] Deferred revenue Increase (Decrease) in Contract with Customer, Liability Geographical Geographical [Domain] Document Fiscal Year Focus Document Fiscal Year Focus Schedule of Future Minimum Payments Under Non-Cancelable Arrangements Long-Term Purchase Commitment [Table Text Block] Accrued Expenses and Other Current Liabilities [Member] Accrued Expenses And Other Current Liabilities [Member] Accrued expenses and other current liabilities. Stock issued during period shares restricted stock units taxes paid in cash. Stock Issued During Period Shares Restricted stock units taxes paid in cash Restricted stock units taxes paid in cash, Shares Repayment of Convertible Notes attributable to the principal Repayments of Long-Term Debt Repayments of Long-term Debt, Total Aggregate principal amount paid Capital expenditures incurred but not yet paid Capital Expenditures Incurred But Not Yet Paid Cash, cash equivalents and restricted cash, beginning of period Cash, cash equivalents and restricted cash, end of period Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations, Total Amortized Cost Basis, Due after 1 year through 2 years Debt Securities, Available-for-Sale, Amortized Cost, Maturity, Allocated and Single Maturity Date, after Year One Through Five Business Acquisition Business Acquisition [Axis] City Area Code City Area Code Total current liabilities Liabilities, Current Derivative Contract Derivative Contract [Domain] Amortization period of deferred commissions Amortization Period Of Deferred Sales Commissions Amortization period of deferred sales commissions. Accrued Liabilities and Other Liabilities Accrued expenses and other current liabilities Accrued Liabilities and Other Liabilities, Total Capitalization of software development costs Payments to Develop Software Local Phone Number Local Phone Number 0.375% Convertible Senior Notes Due 2025 [Member] 2025 Notes [Member] Zero Point Three Seven Five Percent Convertible Senior Notes Due Two Thousand Twenty Five [Member] Zero point three seven five percent convertible senior notes due two thousand twenty five. Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items] Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items] Business acquisition, fair value of customer relationships Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Finite-Lived Intangibles Hedging Designation [Axis] Class of warrant or right, warrant exercised. Class Of Warrant Or Right, Warrant Exercised Warrant exercised Deferred commission expense Deferred Costs, Current Deferred Costs, Current, Total Commitments and Contingencies Disclosure [Abstract] Fair Value By Balance Sheet Grouping [Table] Fair Value, by Balance Sheet Grouping [Table] Short-term strategic investment Amortized Cost Debt Securities, Available-for-Sale, Amortized Cost Right-of-use asset reductions related to operating lease terminations Right of Use Asset Reductions Related to Operating Lease Terminations Right of use asset reductions related to operating lease terminations. Operating lease liabilities Increase Decrease In Operating Lease Liabilities Increase decrease in operating lease liabilities. Operating lease liabilities Operating Lease, Liability, Current Other Expense [Member] Debt instrument, interest rate, stated percentage Debt Instrument, Interest Rate, Stated Percentage Schedule of Interest Expense Schedule Of Interest Expense Table [Text Block] Schedule of interest expense. Accumulated Deficit [Member] Retained Earnings [Member] Amortization of debt discount and issuance costs Amortization of Debt Issuance Costs and Discounts Amortization of Debt Issuance Costs and Discounts, Total Employee Related Computer Equipment [Member] Employee Related Computer Equipment [Member] Employee related computer equipment. Over-Allotment Options [Member] Over-Allotment Option [Member] Purchases of property and equipment Payments to Acquire Property, Plant, and Equipment Payments to Acquire Property, Plant, and Equipment, Total Restricted Cash, Asset, Statement of Financial Position [Extensible List] Restricted Cash, Statement of Financial Position [Extensible Enumeration] Accounts receivable Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Assets, Receivables Schedule of Fair Value Measurements of Financial Assets and Liabilities Fair Value Measurements, Recurring and Nonrecurring [Table Text Block] Document Transition Report Document Transition Report Operating, 2026 Lessee, Operating Lease, Liability, to be Paid, Year Two Deferred tax liability Net deferred tax liability Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Deferred Tax Liabilities Schedule Of Antidilutive Securities Excluded From Computation Of Earnings Per Share [Table] Antidilutive Security, Excluded EPS Calculation [Table] Payments for capped calls and transactions costs. Payments For Capped Calls And Transactions Costs Purchase of Capped Call Options Right-of-use assets Increase Decrease In Right Of Use Assets Increase (decrease) in right of use assets. Minimum [Member] Minimum [Member] Common Stock [Member] Common Stock [Member] Restricted cash, included in other assets Restricted Cash, Total Restricted Cash Share-based Compensation Arrangement by Share-based Payment Award, Compensation Cost [Line Items] Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items] Summary of Changes in Stockholders' Equity Schedule of Stockholders Equity [Table Text Block] Schedule of Derivative Instruments in Statement of Financial Position, Fair Value [Table Text Block] Summary of the Fair Value of Derivative Financial Instruments Cash Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Cash and Equivalents Additional Paid-In Capital [Member] Additional Paid-in Capital [Member] Short-term strategic investments Short-term investments Debt Securities, Available-for-Sale, Current Debt Securities, Available-for-sale, Current, Total US treasury securities excluding cash and cash equivalents. US Treasury Securities [Member] U S Treasury Securities Excluding Cash And Cash Equivalents [Member] Adjustments to reconcile net loss to net cash and cash equivalents provided by operating activities, net of acquisitions Adjustments to Reconcile Net Income (Loss) to Cash Provided by (Used in) Operating Activities [Abstract] Derivative option, cap price. Derivative Option, Cap Price Derivative, cap price Commitments And Contingencies [Table] Commitments And Contingencies [Table] Commitments and Contingencies. Other comprehensive loss: Other Comprehensive Income (Loss), Net of Tax [Abstract] Income Statement Location Statement of Income Location, Balance [Domain] Operating, 2025 Lessee, Operating Lease, Liability, to be Paid, Year One Capitalized Computer Software, Net [Abstract] Severance, employee related benefits and other costs. Severance, Employee Related Benefits And Other Costs [Member] Other Assets, Noncurrent, Total Other assets Other Assets, Noncurrent Derivative Instruments, Gain (Loss) [Table Text Block] Schedule of Effect of Hedges on Consolidated Statements of Operations Debt securities, available-for-sale, realized gain, net Debt Securities, Available-for-Sale, Unrealized Gain (Loss) Debt Securities, Available-for-Sale, Unrealized Gain (Loss), Total Sale of investments Proceeds from Sale of Debt Securities, Available-for-Sale Entity Common Stock, Shares Outstanding Entity Common Stock, Shares Outstanding U.S. Government Agency Securities [Member] US Government Agencies Short-Term Debt Securities [Member] Debt instrument, conversion ratio Debt Instrument, Convertible, Conversion Ratio Increase (Decrease) in Accrued Liabilities and Other Operating Liabilities Accrued expenses and other liabilities Increase in future lease commitments Increase In Future Lease Commitments Amount future lease payments would increase by if early termination clauses were not followed. Disaggregation of Revenue [Line Items] Scenario [Domain] Customer Relationships [Member] Customer Relationships [Member] Incremental costs of deferred sales commission expense Incremental Costs Of Deferred Sales Commission Incremental costs of deferred sales commission. Accrued commissions Accrued Sales Commission, Current Brian halligan. Brian Halligan [Member] Common stock Common Stock, Value, Issued Common Stock, Value, Issued, Total Common Stock, Value, Issued, Beginning Balance Common Stock, Value, Issued, Ending Balance Interest income Investment Income, Interest Fair value of cash and cash equivalents Cash and Cash Equivalents, Fair Value Disclosure Accretion of bond discount Accretion Amortization Of Debt Discount Premium (Accretion) amortization of debt discount premium. Additional paid in capital for conversion feature Equity component of the 2022 Notes conversions Adjustments to Additional Paid in Capital, Convertible Debt with Conversion Feature Summary of Composition of Short and Long Term Investments Debt Securities, Available-for-Sale [Table Text Block] Commitments and contingencies (Note 10) Commitments and Contingencies Entity Information [Line Items] Cash paid for income taxes Income Taxes Paid Weighted average common shares used in computing diluted net income (loss) per share: Weighted-average common shares, outstanding â€” diluted Weighted Average Number of Shares Outstanding, Diluted Convertible senior notes, net of current portion Convertible senior notes, net of current portion Convertible senior notes Gross capitalized software development costs Capitalized Computer Software, Gross Accounts receivable - net of allowance for doubtful accounts of \$5,357 at September 30, 2024 and \$5,516 at December 31, 2023 Accounts Receivable, after Allowance for Credit Loss, Current Accounts Receivable, after Allowance for Credit Loss, Current, Total Extended lease terms Lessee, Operating Lease, Renewal Term Lessee, Operating Lease, Liability, to be Paid Total Concentration Risk Benchmark Concentration Risk Benchmark [Domain]

Settlement of Convertible Note Hedges, Shares Convertible Debt Hedges Settlement Shares Convertible debt hedges settlement shares. Entity Small Business Entity Small Business Segment Reporting Information [Line Items] Segment Reporting Information [Line Items] Assets Total [Member] Assets, Total [Member] US Treasury Securities [Member] US Treasury Securities [Member] Increase (decrease) in operating lease right-of-use assets. Increase (Decrease) In Operating Lease Right-of-Use Assets Reduction in right-of-use assets Derivative Liability, Total Derivative Liability Accrued expenses and other current liabilities Proceeds related to the issuance of common stock under stock plans Proceeds, Issuance of Shares, Share-Based Payment Arrangement, Including Option Exercised Proceeds, Issuance of Shares, Share-based Payment Arrangement, Including Option Exercised, Total Forward Contracts [Member] Professional Services and Other [Member] Service [Member] Financing Activities: Net Cash Provided by (Used in) Financing Activities [Abstract] Capitalized Software Development Costs Research, Development, and Computer Software Disclosure [Text Block] Amortization of debt discount Amortization of Debt Discount (Premium) Long term convertible senior notes Convertible senior notes, net of current portion Net carrying amount Convertible Notes Payable, Noncurrent Derivative Instruments and Hedging Activities Disclosure [Abstract] Right-of-use assets obtained in exchange for operating lease liabilities Right-of-Use Asset Obtained in Exchange for Operating Lease Liability Gain on Sale of Investments Gain on strategic investments Gain on strategic investments 2022 Notes Convertible Note Hedges [Member] 2022 notes convertible note hedges. Two Thousand And Twenty Two Notes Convertible Note Hedges [Member] Fair Value, Inputs, Level 3 [Member] Fair Value, Inputs, Level 3 [Member] Cost of Revenue, Professional Services and Other [Member] Cost Of Revenue Professional Services And Other [Member] Cost of revenue, professional services and other. Subsequent Event Subsequent Events [Text Block] Accounts payable Accounts Payable, Current Accounts Payable, Current, Total Liabilities, Fair Value Disclosure Fair value of financial liabilities Accounts receivable, allowance for doubtful accounts Accounts Receivable, Allowance for Credit Loss, Current XML 9 R1.htm IDEA: XBRL DOCUMENT v3.24.3 Document and Entity Information - shares 9 Months Ended Sep. 30, 2024 Nov. 01, 2024 Entity Information [Line Items] A A Document Type 10-Q A Amendment Flag false A Document Period End Date Sep. 30, 2024 A Document Fiscal Year Focus 2024 A Document Fiscal Period Focus Q3 A Trading Symbol HUBS A Entity Registrant Name HubSpot, Inc. A Entity Central Index Key 0001404655 A Entity Current Reporting Status Yes A Entity Interactive Data Current Yes A Current Fiscal Year End Date --12-31 A Entity Filer Category Large Accelerated Filer A Entity Shell Company false A Entity Small Business false A Entity Emerging Growth Company false A Title of 12(b) Security Common Stock, par value \$0.001 per share A Security Exchange Name NYSE A Entity File Number 001-36680 A Entity Incorporation, State or Country Code DE A Entity Tax Identification Number 20-2632791 A Entity Address, Address Line One Two Canal Park A Entity Address, City or Town Cambridge A Entity Address, State or Province MA A Entity Address, Postal Zip Code 02141 A City Area Code 888 A Local Phone Number 482-7768 A Document Quarterly Report true A Document Transition Report false A Entity Common Stock, Shares Outstanding A 51,623,568 X - DefinitionBoolean flag that is true when the XBRL content amends previously-filed or accepted submission. + ReferencesNo definition available. + Details Name: dei_AmendmentFlag Namespace Prefix: dei_ Data Type: xbrli:booleanItem Type Balance Type: na Period Type: duration X - DefinitionArea code of city + ReferencesNo definition available. + Details Name: dei_CityAreaCode Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItem Type Balance Type: na Period Type: duration X - DefinitionEnd date of current fiscal year in the format --MM-DD. + ReferencesNo definition available. + Details Name: dei_CurrentFiscalYearEndDate Namespace Prefix: dei_ Data Type: xbrli:MonthDayItem Type Balance Type: na Period Type: duration X - DefinitionFiscal period values are FY, Q1, Q2, and Q3. 1st, 2nd and 3rd quarter 10-Q or 10-QT statements have value Q1, Q2, and Q3 respectively, with 10-K, 10-KT or other fiscal year statements having FY. + ReferencesNo definition available. + Details Name: dei_DocumentFiscalPeriodFocus Namespace Prefix: dei_ Data Type: dei:fiscalPeriodItem Type Balance Type: na Period Type: duration X - DefinitionThis is focus fiscal year of the document report in YYYY format. For a 2006 annual report, which may also provide financial information from prior periods, fiscal 2006 should be given as the fiscal year focus. Example: 2006. + ReferencesNo definition available. + Details Name: dei_DocumentFiscalYearFocus Namespace Prefix: dei_ Data Type: xbrli:gYearItem Type Balance Type: na Period Type: duration X - DefinitionFor the EDGAR submission types of Form 8-K: the date of the report, the date of the earliest event reported; for the EDGAR submission types of Form N-1A: the filing date; for all other submission types: the end of the reporting or transition period. The format of the date is YYYY-MM-DD. + ReferencesNo definition available. + Details Name: dei_DocumentPeriodEndDate Namespace Prefix: dei_ Data Type: xbrli:dateItem Type Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true only for a form used as an quarterly report. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-Q -Number 240 -Section 308 -Subsection a + Details Name: dei_DocumentQuarterlyReport Namespace Prefix: dei_ Data Type: xbrli:booleanItem Type Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true only for a form used as a transition report. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Forms 10-K, 10-Q, 20-F -Number 240 -Section 13 -Subsection a-1 + Details Name: dei_DocumentTransitionReport Namespace Prefix: dei_ Data Type: xbrli:booleanItem Type Balance Type: na Period Type: duration X - DefinitionThe type of document being provided (such as 10-K, 10-Q, 485BPOS, etc). The document type is limited to the same value as the supporting SEC submission type, or the word 'Other'. + ReferencesNo definition available. + Details Name: dei_DocumentType Namespace Prefix: dei_ Data Type: dei:submissionTypeItem Type Balance Type: na Period Type: duration X - DefinitionAddress Line 1 such as Attn, Building Name, Street Name + ReferencesNo definition available. + Details Name: dei_EntityAddressAddressLine1 Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItem Type Balance Type: na Period Type: duration X - DefinitionName of the City or Town + ReferencesNo definition available. + Details Name: dei_EntityAddressCityOrTown Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItem Type Balance Type: na Period Type: duration X - DefinitionCode for the postal or zip code + ReferencesNo definition available. + Details Name: dei_EntityAddressPostalZipCode Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItem Type Balance Type: na Period Type: duration X - DefinitionName of the state or province. + ReferencesNo definition available. + Details Name: dei_EntityAddressStateOrProvince Namespace Prefix: dei_ Data Type: dei:stateOrProvinceItem Type Balance Type: na Period Type: duration X - DefinitionA unique 10-digit SEC-issued value to identify entities that have filed disclosures with the SEC. It is commonly abbreviated as CIK. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityCentralIndexKey Namespace Prefix: dei_ Data Type: dei:centralIndexKeyItem Type Balance Type: na Period Type: duration X - DefinitionIndicate number of shares or other units outstanding of each of registrant's classes of capital or common stock or other ownership interests, if and as stated on cover of related periodic report. Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument. + ReferencesNo definition available. + Details Name: dei_EntityCommonStockSharesOutstanding Namespace Prefix: dei_ Data Type: xbrli:sharesItem Type Balance Type: na Period Type: instant X - DefinitionIndicate 'Yes' or 'No' whether registrants (1) have filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure. + ReferencesNo definition available. + Details Name: dei_EntityCurrentReportingStatus Namespace Prefix: dei_ Data Type: dei:yesNoItem Type Balance Type: na Period Type: duration X - DefinitionIndicate if registrant meets the emerging growth company criteria. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityEmergingGrowthCompany Namespace Prefix: dei_ Data Type: xbrli:booleanItem Type Balance Type: na Period Type: duration X - DefinitionCommission file number. The field allows up to 17 characters. The prefix may contain 1-3 digits, the sequence number may contain 1-8 digits, the optional suffix may contain 1-4 characters, and the fields are separated with a hyphen. + ReferencesNo definition available. + Details Name: dei_EntityFileNumber Namespace Prefix: dei_ Data Type: dei:fileNumberItem Type Balance Type: na Period Type: duration X - DefinitionIndicate whether the registrant is one of the following: Large Accelerated Filer, Accelerated Filer, Non-accelerated Filer. Definitions of these categories are stated in Rule 12b-2 of the Exchange Act. This information should be based on the registrant's current or most recent filing containing the related disclosure. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityFilerCategory Namespace Prefix: dei_ Data Type: dei:filerCategoryItem Type Balance Type: na Period Type: duration X - DefinitionTwo-character EDGAR code representing the state or country of incorporation. + ReferencesNo definition available. + Details Name: dei_EntityIncorporationStateCountryCode Namespace Prefix: dei_ Data Type: dei:edgarStateCountryItem Type Balance Type: na Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesNo definition available. + Details Name: dei_EntityInformationLineItems Namespace Prefix: dei_ Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true when the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-T -Number 232 -Section 405 + Details Name: dei_EntityInteractiveDataCurrent Namespace Prefix: dei_ Data Type: dei:yesNoItem Type Balance Type: na Period Type: duration X - DefinitionThe exact name of the entity filing the report as specified in its charter, which is required by forms filed with the SEC. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityRegistrantName Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItem Type Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true when the registrant is a shell company as defined in Rule 12b-2 of the Exchange Act. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityShellCompany Namespace Prefix: dei_ Data Type: xbrli:booleanItem Type Balance Type: na Period Type: duration X - DefinitionIndicates that the company is a Smaller Reporting Company (SRC). + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntitySmallBusiness Namespace Prefix: dei_ Data Type: xbrli:booleanItem Type Balance Type: na Period Type: duration X - DefinitionThe Tax Identification Number (TIN), also known as an Employer Identification Number (EIN), is a unique 9-digit value assigned by the IRS. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityTaxIdentificationNumber Namespace Prefix: dei_ Data Type: dei:employerIdItem Type Balance Type: na Period Type: duration X - DefinitionLocal phone number for entity. + ReferencesNo definition available. + Details Name: dei_LocalPhoneNumber Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItem Type Balance Type: na Period Type: duration X - DefinitionTitle of a 12(b) registered security. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b + Details Name: dei_Security12bTitle Namespace Prefix: dei_ Data Type: dei:securityTitleItem Type Balance Type: na Period Type: duration X - DefinitionName of the Exchange on which a security is registered. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection d1-1 + Details Name: dei_SecurityExchangeName Namespace Prefix: dei_ Data Type: dei:edgarExchangeCodeItem Type Balance Type: na Period Type: duration X - DefinitionTrading symbol of an instrument as listed on an exchange. + ReferencesNo definition available. + Details Name: dei_TradingSymbol Namespace Prefix: dei_ Data Type: dei:tradingSymbolItem Type Balance Type: na Period Type: duration XML 10 R2.htm IDEA: XBRL DOCUMENT v3.24.3 Unaudited Consolidated Balance Sheets - USD (\$) in Thousands Sep. 30, 2024 Dec. 31, 2023 Current assets: A A Cash and cash equivalents \$ 410,060 \$ 387,987 Short-term investments 1,527,928 1,000,245 Accounts receivable - net of allowance for doubtful accounts of \$5,357 at September 30, 2024 and \$5,516 at December 31, 2023 278,893 295,303 Deferred commission expense 135,116 99,326 Prepaid expenses and other current assets 86,704 88,679 Total current assets 2,438,701 1,871,540 Long-term investments 165,623 325,703 Property and equipment, net 110,950 103,331 Capitalized software development costs, net 144,829 106,229 Right-of-use assets 225,922 251,071 Deferred commission expense, net of current portion 149,619 122,194 Other assets 112,045 75,247 Intangible assets, net 35,211 42,316 Goodwill 174,158 173,761 Total assets 3,557,058 3,071,392 Current liabilities: A A Accounts payable 5,267 9,106 Accrued compensation costs 83,602 53,462 Accrued commissions 88,418 78,169 Accrued expenses and other current liabilities 99,358 94,074 Operating lease liabilities 34,630 35,047 Convertible senior notes 457,674 A Deferred revenue 719,595 672,150 Total current liabilities 1,488,544 942,008 Operating lease liabilities, net of current portion 265,706 296,561 Deferred revenue, net of current portion 4,232 5,810 Other long-term liabilities 46,694 36,459 Convertible senior notes A 456,206 Total liabilities 1,805,176 1,737,044 Commitments and contingencies (Note 10) Stockholders' equity: A A Common stock 51 50 Additional paid-in capital 2,550,974 2,136,908 Accumulated other comprehensive income 5,649 1,827 Accumulated deficit (804,792) (804,437) Total stockholders' equity 1,751,882 1,334,348 Total liabilities and stockholders' equity 3,557,058 \$ 3,071,392 X - DefinitionConvertible senior notes, net of current portion + ReferencesNo definition available. + Details Name: hubs_ConvertibleSeniorNotesNetOfCurrentPortion Namespace Prefix: hubs_ Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionCarrying value as of the balance sheet date of liabilities incurred (and for which invoices have typically been received) and payable to vendors for goods and services received that are used in an entity's business. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10 + Details Name: us-gaap_AccountsPayableCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionAmount, after allowance for credit loss, of right to consideration from customer for product sold and service rendered in normal course of business, classified as current. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481990/310-10-45-2 + Details Name: us-gaap_AccountsReceivableNetCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - DefinitionAmount of expenses incurred but not yet paid nor invoiced, and liabilities classified as other. + ReferencesNo definition available. + Details Name: us-gaap_AccruedLiabilitiesAndOtherLiabilities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionCarrying value as of the balance sheet date of obligations incurred through that date and payable for sales commissions. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 8 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483467/210-10-45-8 + Details Name: us-gaap_AccruedSalesCommissionCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionAmount, after tax, of accumulated increase (decrease) in equity from transaction and other event and circumstance from nonowner source. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-14AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(23)(a)(3)) -Publisher FASB -URI https://asc.fasb.org/1943274/214747877/944-210-S99-1Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-14 + Details Name: us-gaap_AccumulatedOtherComprehensiveIncomeLossNetOfTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionValue received from shareholders in common stock-related transactions that are in excess of par value or stated value and amounts received from other stock-related transactions.

includes only common stock transactions (excluding deferred stock transactions). May be called contributed capital, capital in excess of par, capital surplus, or paid-in capital. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 10-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(30)) (a)(1) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap_AccumulatedOtherComprehensiveIncomeNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of asset recognized for present right to economic benefit. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef> -Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 48 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482785/280-10-55-48>Reference 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 49 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482785/280-10-55-49>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 270-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 1-Subparagraph (i) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482964/270-10-50-1>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-32>Reference 5: <http://fasb.org/us-gaap/role/ref/otherTransitionRef> -Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 32 -Subparagraph (d) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-32>Reference 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 22 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-22>Reference 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph (bb) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481203/810-10-50-3>Reference 8: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 45-Paragraph 25-Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481231/810-10-45-25>Reference 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 235-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480678/235-10-S99-1>Reference 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 323-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481687/323-10-50-3>Reference 11: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 825-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 28-Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-28>Reference 12: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10>Reference 13: <http://www.xbrl.org/2003/role/exampleRef> -Topic 946-SubTopic 830-Name Accounting Standards Codification -Section 55-Paragraph 12 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479168/946-830-55-12>Reference 14: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.7-03(a)(12)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1>Reference 15: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.6-04(8)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1>Reference 16: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(18)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1>Reference 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 18: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 19: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(iii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 20: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 21: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 22: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI <

Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479837/606-10-45-2> + Details Name: us-gaap_ContractWithCustomerLiabilityCurrentNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of obligation to transfer good or service to customer for which consideration has been received or is receivable, classified as noncurrent. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-1Reference 2: https://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-8Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-2) + Details Name: us-gaap_ContractWithCustomerLiabilityNoncurrentNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionCarrying value as of the balance sheet date of the portion of long-term debt due within one year or the operating cycle if longer identified as Convertible Notes Payable. Convertible Notes Payable is a written promise to pay a note which can be exchanged for a specified amount of another, related security, at the option of the issuer and the holder. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(20\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap_ConvertibleNotesPayableCurrentNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of deferred cost, excluding capitalized cost related to contract with customer; classified as noncurrent. + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(17\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-03\(10\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(17)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1) + Details Name: us-gaap_DeferredCostsNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionSum of the carrying amounts as of the balance sheet date of deferred costs capitalized at the end of the reporting period that are expected to be charged against earnings within one year or the normal operating cycle, if longer. + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(8\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap_DeferredCostsCurrentNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionTotal of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(20\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap_EmployeeRelatedLiabilitiesCurrentNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount after amortization of assets, excluding financial assets and goodwill, lacking physical substance with a finite life. + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 926 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483154/926-20-50-5](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 926 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483154/926-20-50-5) + Details Name: us-gaap_FiniteLivedIntangibleAssetsNetNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized. + ReferencesReference 1: [http://www.xbrl.org/2003/role/exampleRef -Topic 55 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(15\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482598/350-20-45-1Reference 7: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-03\(10\)\(1\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1](http://www.xbrl.org/2003/role/exampleRef -Topic 55 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(15)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482598/350-20-45-1Reference 7: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(10)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1) + Details Name: us-gaap_GoodwillNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liability recognized for present obligation requiring transfer or otherwise providing economic benefit to others. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification 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-Paragraph 28 -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 15: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.6-04\(14\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(i\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 18: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(ii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(iii\)\(A\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(iv\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 22: 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210.13-02\(a\)\(4\)\(iv\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 27: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 28: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 29: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30](http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(24)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 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(SX 210.5-02(21)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-25Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (bb) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher 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https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 18: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting 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-SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 29: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30) + Details Name: us-gaap_LiabilitiesNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of liabilities and equity items, including the portion of equity attributable to noncontrolling interests, if any. + ReferencesReference 1: [http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.7-03\(a\)\(25\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.4-08\(g\)\(1\)\(ii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 6: http://www.xbrl.org/2003/role/exampleRef -Topic 852 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S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 6: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1Reference 8: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(32)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap_LiabilitiesAndStockholdersEquityNamespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionTotal obligations incurred as part of normal operations that are expected to be paid during the following twelve months or within one business cycle, if longer. + ReferencesReference 1:

FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 18: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 19: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 20: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference> 21: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481404/852-10-50-7> + Details Name: us-gaap LiabilitiesCurrentNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap LiabilitiesCurrentAbstractNamespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease, classified as current. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479041/842-20-45-1> + Details Name: us-gaap OperatingLeaseLiabilityCurrentNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease, classified as noncurrent. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479041/842-20-45-1> + Details Name: us-gaap OperatingLeaseLiabilityNoncurrentNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's right to use underlying asset under operating lease. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479041/842-20-45-1> + Details Name: us-gaap OperatingLeaseRightOfUseAssetNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of noncurrent assets classified as other. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(17)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap OtherAssetsNoncurrentNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liabilities classified as other, due after one year or the normal operating cycle, if longer. + ReferencesReference 1: <http://fasb.org/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(24)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap OtherLiabilitiesNoncurrentNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of asset related to consideration paid in advance for costs that provide economic benefits in future periods, and amount of other assets that are expected to be realized or consumed within one year or the normal operating cycle, if longer. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(9)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap PrepaidExpenseAndOtherAssetsCurrentNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 360 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482099/360-10-50-1Reference> 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7A -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478964/842-20-50-7AReference> 3: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(8)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference> 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 942 -SubTopic 360 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478451/942-360-50-1> + Details Name: us-gaap PropertyPlantAndEquipmentNetNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of accumulated undistributed earnings (deficit). + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(3)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(2)(i) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference> 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference> 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480990/946-20-50-11Reference> 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(23)(a)(4)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference> 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(17)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference> 8: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480008/505-10-S99-1> + Details Name: us-gaap RetainedEarningsAccumulatedDeficitNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of equity (deficit) attributable to parent. Excludes temporary equity and equity attributable to noncontrolling interest. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 3: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(31)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 4: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 5: <http://www.xbrl.org/2003/role/exampleRef> -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference> 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(19)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference> 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference> 8: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference> 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(6)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference> 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference> 11: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference> 12: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference> 13: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference> 14: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 4.E) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480418/310-10-S99-2> + Details Name: us-gaap StockholdersEquityNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap StockholdersEquityAbstractNamespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 11 R3.htm IDEA: XBRL DOCUMENT v3.24.3 Unaudited Consolidated Balance Sheets (Parenthetical) - USD (\$) in Thousands Sep. 30, 2024 Dec. 31, 2023 Statement of Financial Position [Abstract] Á Á Accounts receivable, allowance for doubtful accounts \$ 5,357 \$ 5,516 X - DefinitionAmount of allowance for credit loss on accounts receivable, classified as current. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(4)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479344/326-20-45-1Reference> 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481962/310-10-50-4> + Details Name: us-gaap AllowanceForDoubtfulAccountsReceivableCurrentNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap StatementOffinancialPositionAbstractNamespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 12 R4.htm IDEA: XBRL DOCUMENT v3.24.3 Unaudited Consolidated Statements of Operations - USD (\$) shares in Thousands, \$ in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Revenues: Á Á Á Total revenue \$ 669,721 \$ 557,557 \$ 1,924,365 \$ 1,588,315 Cost of revenues: Á Á Á Total cost of revenues 99,324 85,640 289,928 250,921 Gross profit 570,397 471,917 1,634,437 1,337,394 Operating expenses: Á Á Á Research and development 191,185 156,871 565,001 454,511 Sales and marketing 309,928 271,448 904,010 787,423 General and administrative 77,928 61,308 219,380 179,939 Restructuring 987 846 2,847 93,296 Total operating expenses 580,028 490,473 1,691,238 1,515,169 Loss from operations (9,631) (18,556) (56,801) (177,775) Other income (expense): Á Á Á Interest income 21,780 16,181 60,877 40,195 Interest expense (936) (950) (2,772) (2,817) Other (expense) income (565) (1,664) 14,381 (2,128) Total other income 20,279 13,567 72,486 35,250 Income (loss) before income tax expense 10,648 (4,989) 15,685 (142,525) Income tax (expense) benefit (2,502) 1,412 (16,040) (9,575) Net income (loss) \$ 8,146 \$ (3,577) \$ (355) \$ (152,100) Net income (loss) per share, basic \$ 0.16 \$ (0.07) \$ (0.01) \$ (3.06) Net income (loss) per share, diluted \$ 0.16 \$ (0.07) \$ (0.01) \$ (3.06) Weighted average common shares used in computing basic net income (loss) per share: 51,354 50,051 51,017 49,719 Weighted average common shares used in computing diluted net income (loss) per share: 51,778 50,051 51,017 49,719 Subscription [Member] Á Á Á Revenues: Á Á Á Total revenue \$ 654,738 \$ 545,832 \$ 1,882,241 \$ 1,553,253 Cost of revenues: Á Á Á Total cost of revenues 85,066 71,895 247,408 210,011 Professional Services and Other [Member] Á Á Á Revenues: Á Á Á Total revenue 14,983 11,725 42,124 35,062 Cost of revenues: Á Á Á Total cost of revenues \$ 14,258 \$ 13,745 \$ 42,520 \$ 40,910 X - DefinitionThe aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(d)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference> 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(a)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference> 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479941/924-10-S99-1> + Details Name: us-gaap CostOfGoodsAndServicesSoldNamespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap CostOfGoodsAndServicesSoldAbstractNamespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap DisaggregationOfRevenueAbstractNamespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe amount of net income (loss) for the period per each share of common stock or unit outstanding during the reporting period. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference> 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 52 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482635/260-10-55-52Reference> 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference> 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference> 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference> 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 15 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482635/260-10-55-15Reference> 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(4) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference> 8: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference> 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference> 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference> 11: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-7Reference> 12: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-2Reference> 13: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (d) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference> 14: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI [https://asc.fasb](https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference)

Accounting Standards Codification - Section 205 - Paragraph 10 - Publisher FASB - URI https://asc.fasb.org/1943274/2147482689/260-10-50-35Reference 17:

Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(7)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32 + Details Name: us-gaap InvestmentIncomeInterest Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(iii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 17: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-10Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 23: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 29: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 32: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 33: http://www.xbrl.org/2003/role/disclosureRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 34: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 35: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 36: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 37: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap NetIncomeLoss Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe aggregate amount of income or expense from ancillary business-related activities (that is to say, excluding major activities considered part of the normal operations of the business). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap NonoperatingIncomeExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap NonoperatingIncomeExpenseAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionGenerally recurring costs associated with normal operations except for the portion of these expenses which can be clearly related to production and included in cost of sales or services. Includes selling, general and administrative expense. + ReferencesNo definition available. + Details Name: us-gaap OperatingExpenses Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap OperatingExpensesAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe net result for the period of deducting operating expenses from operating revenues. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 7: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 31 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-31 + Details Name: us-gaap OperatingIncomeLoss Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of income (expense) related to nonoperating activities, classified as other. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap OtherNonoperatingIncomeExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of expense for research and development. Includes, but is not limited to, cost for computer software product to be sold, leased, or otherwise marketed and writeoff of research and development assets acquired in transaction other than business combination or joint venture formation or both. Excludes write-down of intangible asset acquired in business combination or from joint venture formation or both, used in research and development activity. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-48Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 730 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482916/730-10-50-1Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 912 -SubTopic 730 -Name Accounting Standards Codification -Section 25 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479532/912-730-25-1 + Details Name: us-gaap ResearchAndDevelopmentExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to a discontinued operation or an asset retirement obligation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 5.P.4.b.1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479823/420-10-S99-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482047/420-10-45-3Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 5.P.3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479823/420-10-S99-1 + Details Name: us-gaap RestructuringCharges Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount, excluding tax collected from customer, of revenue from satisfaction of performance obligation by transferring promised good or service to customer. Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479941/924-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-42Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-40Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-4 + Details Name: us-gaap RevenueFromContractWithCustomerExcludingAssessedTax Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe aggregate total amount of expenses directly related to the marketing or selling of products or services. + ReferencesNo definition available. + Details Name: us-gaap SellingAndMarketingExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe average number of shares or units issued and outstanding that are used in calculating diluted EPS or earnings per unit (EPU), determined based on the timing of issuance of shares or units in the period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -

Section 45 -Paragraph 16 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-16 + Details Name: us-gaap_WeightedAverageNumberOfDilutedSharesOutstanding Namespace Prefix: us-gaap_Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionNumber of [basic] shares or units, after adjustment for contingently issuable shares or units and other shares or units not deemed outstanding, determined by relating the portion of time within a reporting period that common shares or units have been outstanding to the total time in that period. + ReferencesReference 1:

1,199,384 \$ 50 Å 2,000,739 (9,378) (792,027) Ending Balance, Shares at Sep. 30, 2023 Å 50,114 910 Å Å Beginning Balance, Amount at Jun. 30, 2023 1,093,624 \$ 50 Å 1,890,409 (8,385) (788,450) Beginning Balance, Shares at Jun. 30, 2023 Å 49,841 910 Å Å Issuance of common stock under stock plans 1,316 Å 1,316 Å Å Issuance of common stock under stock plans, Shares Å 280 Å Å Å Restricted stock units taxes paid in cash (3,468) Å Å (3,468) Å Å Restricted stock units taxes paid in cash, Shares Å (7) Å Å Å Stock-based compensation 112,482 Å Å 112,482 Å Å Other comprehensive income (loss), net of tax (993) Å Å (993) Å Net Income (Loss) (3,577) Å Å Å (3,577) Ending Balance, Amount at Sep. 30, 2023 1,199,384 \$ 50 Å 2,000,739 (9,378) (792,027) Ending Balance, Shares at Sep. 30, 2023 Å 50,114 910 Å Å Beginning Balance, Amount at Dec. 31, 2023 1,334,348 \$ 50 Å 2,136,908 1,827 (804,437) Beginning Balance, Shares at Dec. 31, 2023 Å 50,448 910 Å Å Issuance of common stock under stock plans 44,588 \$ 1 Å 44,587 Å Å Issuance of common stock under stock plans, Shares Å 716 (5) Å Å Å Restricted stock units taxes paid in cash (13,491) Å Å (13,491) Å Å Restricted stock units taxes paid in cash, Shares Å (22) Å Å Å Stock-based compensation 250,604 Å Å 250,604 Å Å Other comprehensive income (loss), net of tax (6,649) Å Å (6,649) Å Net Income (Loss) (8,501) Å Å Å (8,501) Ending Balance, Amount at Jun. 30, 2024 1,600,899 \$ 51 Å 2,418,608 (4,822) (812,938) Ending Balance, Shares at Jun. 30, 2024 Å 51,142 905 Å Å Beginning Balance, Amount at Dec. 31, 2023 1,334,348 \$ 50 Å 2,136,908 1,827 (804,437) Beginning Balance, Shares at Dec. 31, 2023 Å 50,448 910 Å Å Net Income (Loss) (355) Å Å Å (355) Å Å Ending Balance, Amount at Sep. 30, 2024 1,751,882 \$ 51 Å 2,550,974 5,649 (804,792) Ending Balance, Shares at Sep. 30, 2024 Å 51,407 903 Å Å Beginning Balance, Amount at Jun. 30, 2024 1,600,899 \$ 51 Å 2,418,608 (4,822) (812,938) Beginning Balance, Shares at Jun. 30, 2024 Å 51,142 905 Å Å Issuance of common stock under stock plans 1,287 Å Å 1,287 Å Å Issuance of common stock under stock plans, Shares Å 272 (2) Å Å Å Restricted stock units taxes paid in cash (4,238) Å Å (4,238) Å Å Restricted stock units taxes paid in cash, Shares Å (7) Å Å Å Stock-based compensation 135,317 Å Å 135,317 Å Å Other comprehensive income (loss), net of tax 10,471 Å Å Å 10,471 Å Net Income (Loss) 8,146 Å Å Å 8,146 Ending Balance, Amount at Sep. 30, 2024 \$ 1,751,882 \$ 51 Å \$ 2,550,974 \$ 5,649 \$ (804,792) Ending Balance, Shares at Sep. 30, 2024 Å 51,407 903 Å Å X - Definition Stock issued during period shares restricted stock units taxes paid in cash. + References No definition available. + Details Name: hubs StockIssuedDuringPeriodSharesRestrictedStockUnitsTaxesPaidInCash Namespace Prefix: hubs Data Type: xbrli:shareItem Type Balance Type: na Period Type: duration X - Definition Stock issued during period value restricted stock units taxes paid in cash. + References No definition available. + Details Name: hubs StockIssuedDuringPeriodValueRestrictedStockUnitsTaxesPaidInCash Namespace Prefix: hubs Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - Definition Amount of increase to additional paid-in capital (APIC) for recognition of cost for award under share-based payment arrangement. + References Reference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 35 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480483/718-10-35-2>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 20 -Section 55 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481089/718-20-55-13>Reference 3: <http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 20 -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481089/718-20-55-12> + Details Name: us-gaap AdjustmentsToAdditionalPaidInCapitalSharebasedCompensationRequisiteServicePeriodRecognitionValue Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - Definition The portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + References Reference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6>Reference 2: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9>Reference 3: [http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 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https://asc.fasb.org/1943274/2147483621/220-10-S99-2](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.4-08\(g\)\(1\)\(ii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3)Reference 8: [http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28](http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28)Reference 9: <http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6>Reference 10: 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https://asc.fasb.org/1943274/2147482790/220-10-45-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1B)Reference 12:

210-S99-1Reference 7:

gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInAccountsPayable Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe increase (decrease) during the reporting period in amount due within one year (or one business cycle) from customers for the credit sale of goods and services. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInAccountsReceivable Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of increase (decrease) in accrued expenses, and obligations classified as other. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInAccruedLiabilitiesAndOtherOperatingLiabilities Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of increase (decrease) in obligation to transfer good or service to customer for which consideration has been received or is receivable. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 912 -SubTopic 310 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478345/912-310-45-11Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInContractWithCustomerLiability Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe increase (decrease) during the reporting period in the obligation created by employee agreements whereby earned compensation will be paid in the future. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInDeferredCompensation Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_IncreaseDecreaseInOperatingCapitalAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of increase (decrease) in prepaid expenses, and assets classified as other. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInPrepaidDeferredExpenseAndOtherAssets Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash paid for interest, excluding capitalized interest, classified as operating activity. Includes, but is not limited to, payment to settle zero-coupon bond for accreted interest of debt discount and debt instrument with insignificant coupon interest rate in relation to effective interest rate of borrowing attributable to accreted interest of debt discount. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 17 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-17Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-25Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-2 + Details Name: us-gaap_InterestPaidNet Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash inflow (outflow) from financing activities, including discontinued operations. Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from creditors on long-term credit. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24 + Details Name: us-gaap_NetCashProvidedByUsedInFinancingActivities Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NetCashProvidedByUsedInFinancingActivitiesAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of cash inflow (outflow) from investing activities, including discontinued operations. Investing activity cash flows include making and collecting loans and acquiring and disposing of debt or equity instruments and property, plant, and equipment and other productive assets. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24 + Details Name: us-gaap_NetCashProvidedByUsedInInvestingActivities Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NetCashProvidedByUsedInInvestingActivitiesAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of cash inflow (outflow) from operating activities, including discontinued operations. Operating activity cash flows include transactions, adjustments, and changes in value not defined as investing or financing activities. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-25 + Details Name: us-gaap_NetCashProvidedByUsedInOperatingActivities Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NetCashProvidedByUsedInOperatingActivitiesAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NoncashInvestingAndFinancingItemsAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of cash outflow to satisfy grantee's tax withholding obligation for award under share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 15 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-15 + Details Name: us-gaap_PaymentsRelatedToTaxWithholdingForShareBasedCompensation Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash outflow to acquire investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481830/320-10-45-11Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 13 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-13Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-11 + Details Name: us-gaap_PaymentsToAcquireAvailableForSaleSecuritiesDebt Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe cash outflow associated with the purchase of or advances to an equity method investments, which are investments in joint ventures and entities in which the entity has an equity ownership interest normally of 20 to 50 percent and exercises significant influence. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 13 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-13 + Details Name: us-gaap_PaymentsToAcquireEquityMethodInvestments Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe cash outflow associated with the acquisition of long-lived, physical assets that are used in the normal conduct of business to produce goods and services and not intended for resale; includes cash outflows to pay for construction of self-constructed assets. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 13 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-13 + Details Name: us-gaap_PaymentsToAcquirePropertyPlantAndEquipment Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe cash outflow associated with the development or modification of software programs or applications for internal use (that is, not to be sold, leased or otherwise marketed to others) that qualify for capitalization. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 13 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-13 + Details Name: us-gaap_PaymentsToDevelopSoftware Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash inflow from issuance of shares under share-based payment arrangement. Includes, but is not limited to, option exercised. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 14 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-14Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2A -Subparagraph (a) -SubTopic 10 -Topic 718 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2A + Details Name: us-gaap_ProceedsFromIssuanceOfSharesUnderIncentiveAndShareBasedCompensationPlansIncludingStockOptions Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of cash inflow from maturity, prepayment and call of investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-9Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 12 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 11: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-11Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 205 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478009/946-205-45-3Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(16)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-19Reference 18: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 20: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards

Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 29: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 235 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-05(b)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477314/942-235-S99-1Reference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 31: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4J -Publisher FASB -URI https://asc.fasb.org/1943274/2147481175/810-10-55-4JReference 32: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4K -Publisher FASB -URI https://asc.fasb.org/1943274/2147481175/810-10-55-4KReference 33: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 34: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 35: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-2Reference 36: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1AReference 37: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1A + Details Name: us-gaap_ProfitLoss Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - Definition: Amount, after cash payment, of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to a discontinued operation or an asset retirement obligation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_RestructuringCosts Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - Definition: Amount of increase in right-of-use asset obtained in exchange for operating lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - Definition: Amount of noncash expense for share-based payment arrangement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_ShareBasedCompensation Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_SupplementalCashFlowElementsAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 17 R9.htm IDEA: XBRL DOCUMENT v3.24.3 Pay vs Performance Disclosure - USD (\$) in Thousands 3 Months Ended 6 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2024 Sep. 30, 2023 Jun. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2024 Sep. 30, 2023 Pay vs Performance Disclosure Á Á Á Á Á Net Income (Loss) \$,8146 \$(3,577) \$(8,501) \$(148,523) \$(355) \$(152,100) X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 402 -Subsection v -Paragraph 1 + Details Name: ecd_PvpTable Namespace Prefix: ecd_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Definition: The portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 17: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-10Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 23: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 32: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 33: http://www.xbrl.org/2003/role/disclosureRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 34: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 35: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 36: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 37: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration XML 18 R10.htm IDEA: XBRL DOCUMENT v3.24.3 Insider Trading Arrangements 3 Months Ended Sep. 30, 2024 shares Trading Arrangements, by Individual Á Material Terms of Trading Arrangement The following table describes contracts, instructions or written plans for the sale or purchase of our securities adopted by our directors and certain officers in the three months ended September 30, 2024, each of which is intended to satisfy the affirmative defense conditions of Exchange Act Rule 10b5-1(c), referred to as Rule 10b5-1 trading plans. Á Name Action Taken Nature of Trading Arrangement Duration of Trading Arrangement Aggregate Number of Securities Dharmesh ShahÁ (Co-Founder and Chief Technology Officer) AdoptionÁ (August 16, 2024) Trading plan intended to satisfy the affirmative defense conditions of Exchange Act Rule 10b5-1(c) 224 days 75,000Á shares Dharmesh Shah [Member] Á Trading Arrangements, by Individual Á Name Dharmesh Shah Title Co-Founder and Chief Technology Officer Rule 10b5-1 Arrangement Adopted true Adoption Date August 16, 2024 Arrangement Duration 224 days Aggregate Available 75,000 X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 1 + Details Name: ecd_MtrlTermsOfTrdArrTextBlock Namespace Prefix: ecd_Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 1 + Details Name: ecd_Rule10b51ArrAdoptedFlag Namespace Prefix: ecd_Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph A + Details Name: ecd_TradingArrByIndTable Namespace Prefix: ecd_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph B + Details Name: ecd_TrdArrAdoptionDate Namespace Prefix: ecd_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph C + Details Name: ecd_TrdArrDuration Namespace Prefix: ecd_Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph A + Details Name: ecd_TrdArrIndName Namespace Prefix: ecd_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph A + Details Name: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph D + Details Name: ecd_TrdArrSecuritiesAggAvailAmt Namespace Prefix: ecd_Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - Details Name: ecd_IndividualAxis=hubs_DharmeshShahMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 19 R11.htm IDEA: XBRL DOCUMENT v3.24.3 Organization and Operations 9 Months Ended Sep. 30, 2024 Accounting Policies [Abstract] Á Organization and Operations 1. Organization and OperationsHubSpot, Inc. (the “æœCompanyæ”) provides a customer platform that helps businesses connect and grow better. The Company delivers seamless connection for customer-facing teams with a unified platform that includes three layers: AI-powered engagement hubs, a Smart customer relationship management product (æœCRMæ), and a connected ecosystem supporting the customer platform with a marketplace of integrations, templates, and expert partners, a community network, and an academy of educational content. The engagement hubs include Marketing Hub, Sales Hub, Service Hub, Operations Hub, Content Hub and Commerce Hub, as well as other tools and integrations that enable companies to attract, engage, and delight customers throughout the customer experience. The accompanying unaudited consolidated financial statements have been prepared in accordance with generally accepted accounting principles in the United States (æœGAAPæ) applicable to interim periods, under the rules and regulations of the United States Securities and Exchange Commission (æœSECæ). In the opinion of management, the Company has prepared the accompanying unaudited consolidated financial statements on a basis substantially consistent with the audited consolidated financial statements of the Company as of and for the year ended December 31, 2023, and these consolidated financial statements include all adjustments, consisting only of normal recurring adjustments, necessary for a fair statement of the results of the interim periods presented. All intercompany balances and transactions have been eliminated in consolidation. The results of operations for the interim periods presented are not necessarily indicative of the results to be expected for any subsequent quarter or for the entire year ending December 31, 2024. The year-end balance sheet data was derived from audited financial statements, but this Form 10-Q does not include all disclosures required under GAAP. Certain information and note disclosures normally included in annual financial statements prepared in

accordance with GAAP have been omitted under the rules and regulations of the SEC. These interim financial statements should be read in conjunction with the audited consolidated financial statements and related notes contained in the Company's Annual Report on Form 10-K filed with the SEC on February 14, 2024. Other than the addition of the accounting policy related to derivatives as described in Note 6, there have been no changes in the Company's significant accounting policies from those that were disclosed in the Company's Annual Report on Form 10-K that have had a material impact on our consolidated financial statements and related notes. Recent Accounting Pronouncements Recent accounting standards not included below are not expected to have a material impact on our consolidated financial position and results of operations. In November 2023, the Financial Accounting Standards Board ("FASB") issued guidance enhancing the disclosures of reportable segment information, primarily about significant segment expenses. The new standard will be effective for the Company for the annual periods beginning January 1, 2024, and for interim periods beginning January 1, 2025, with early adoption permitted. Upon adoption, the guidance should be applied retrospectively to all prior periods presented in the financial statements. The adoption of this standard only impacts disclosures and is not expected to have a material impact on the Company's consolidated financial statements. In December 2023, the FASB issued guidance enhancing income tax disclosure requirements by requiring specified categories and greater disaggregation within the rate reconciliation table, disclosure of income taxes paid by jurisdiction, and providing clarification on uncertain tax positions and related financial statement impacts. The new standard will be effective for the Company on January 1, 2025, with early adoption permitted. The adoption of this standard only impacts disclosures and is not expected to have a material impact on the Company's consolidated financial statements. In November 2024, the FASB issued guidance that requires the disclosure about specific types of expenses included in the expense captions presented on the face of the income statement. The new standard will be effective for the Company for the annual periods beginning January 1, 2027, and for interim periods beginning January 1, 2028, with early adoption permitted. The Company is currently evaluating the impact of adoption of the standard on its consolidated financial statements. Revision of Previously Issued Financial Statements During the financial close process for the first quarter of 2024, the Company identified an error related to the calculation of contractual credits in one of its third-party vendor agreements which impacted the Company's previously issued financial statements beginning with the quarter ended December 31, 2021. The error impacted subsequent annual and quarterly reporting periods through December 31, 2023. The Company assessed the materiality of the error, in consideration of both quantitative and qualitative factors, and concluded that it is not material to any previously presented interim or annual financial statements. The Company revised its financial statements for the periods impacted. In connection with the revisions, the Company also corrected a previously identified immaterial error related to the recording of certain deferred tax balances. Changes to the interim consolidated statements of operations for the three and nine months ended September 30, 2023, as a result of the error, were as follows (in thousands, except per share data):

	As Previously Reported	As Revised	(in thousands)	Cost of revenues - Subscription	Subscription	Loss	For the Three Months Ended September 30, 2023
Total cost of revenues	\$ 71,895	\$ 87,526	\$ 15,631	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Gross profit	\$ 470,031	\$ 470,031	\$ 0	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Net loss	\$ (4,989)	\$ (4,989)	\$ 0	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Comprehensive loss	\$ (4,989)	\$ (4,989)	\$ 0	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Net loss per common share, basic and diluted	\$ (0.11)	\$ (0.11)	\$ 0.00	\$ 0.04	\$ (0.07)	\$ 0.04	\$ (0.07)

For the Nine Months Ended September 30, 2023

	As Previously Reported	As Revised	(in thousands)	Cost of revenues - Subscription	Subscription	Loss	For the Nine Months Ended September 30, 2023
Total cost of revenues	\$ 256,854	\$ 250,921	\$ 5,933	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Gross profit	\$ 1,331,461	\$ 1,331,461	\$ 0	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Net loss	\$ (9,575)	\$ (9,575)	\$ 0	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Comprehensive loss	\$ (9,575)	\$ (9,575)	\$ 0	\$ 1,886	\$ 4,570	\$ 1,886	\$ 4,570
Net loss per common share, basic and diluted	\$ (3.27)	\$ (3.27)	\$ 0.02	\$ 0.22	\$ (0.36)	\$ 0.22	\$ (0.36)

Net loss per common share, basic and diluted

Details Name: us-gaap Accounting Policies Abstract Namespace Prefix: us-gaap Data Type: xbrl:stringItemType Balance Type: Period Type: duration X - Definition The entire disclosure for organization, consolidation and basis of presentation of financial statements disclosure. + References Reference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 1-Publisher FASB-URI https://asc.fasb.org/1943274/2147480424/946-10-50-10> Reference 2: <http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 2-Publisher FASB-URI https://asc.fasb.org/1943274/2147480424/946-10-50-10> Reference 3: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 205-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/205/tableOfContent](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 810-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/810/tableOfContentReference 4: http://fasb.org/us-gaap/role/ref/legacyRef-Topic 205-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/205/tableOfContent) Details Name: us-gaap Organization Consolidation And Presentation Of Financial Statements Disclosure Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemType Balance Type: Period Type: duration XML 20 R12.htm IDEA: XBRL DOCUMENT v3.24.3 Revenues 9 Months Ended Sep. 30, 2024 Revenue from Contract with Customer [Abstract] A Revenues 2. Revenues Disaggregation of Revenue The Company provides disaggregation of revenue based on geographic region (Note 14) and based on the subscription versus professional services and other classification on the consolidated statements of operations as it believes these best depict how the nature, amount, timing and uncertainty of revenue and cash flows are affected by economic factors. Deferred Revenue and Deferred Commission Expense Amounts that have been invoiced are recorded in accounts receivable and deferred revenue or revenue, depending on whether the revenue recognition criteria have been met. Deferred revenue represents amounts billed for which revenue has not yet been recognized. Deferred revenue that will be recognized during the succeeding 12-month period is recorded as current deferred revenue, and the remaining portion is recorded as long-term deferred revenue. Deferred revenue during the nine months ended September 30, 2024 increased by \$45.8 million resulting from \$715.5 million of additional invoicing and was offset by revenue recognized of \$669.7 million during the same period. \$397.8 million of revenue was recognized during the three months ended September 30, 2024 that was included in deferred revenue at the beginning of the period. \$626.9 million of revenue was recognized during the nine months ended September 30, 2024 that was included in deferred revenue at the beginning of the period. As of September 30, 2024, approximately \$939.7 million of revenue is expected to be recognized from remaining performance obligations for contracts with original performance obligations that exceed one year. The Company expects to recognize revenue on approximately 90% of these remaining performance obligations over the next 24 months, with the balance recognized thereafter. Additional contract liabilities of \$6.4 million and \$4.5 million were included in accrued expenses and other current liabilities on the consolidated balance sheet as of September 30, 2024 and December 31, 2023. The incremental direct costs of obtaining a contract, which primarily consist of sales and Solutions Partner commissions paid for new subscription contracts, are deferred and amortized on a straight-line basis over a period of approximately two to four years. The two to four-year period has been determined by taking into consideration the type of product sold, the commitment term of the customer contract, the nature of the Company's technology development life-cycle, and an estimated customer relationship period. Sales and Solutions Partner commissions for upgrade contracts are deferred and amortized on a straight-line basis over the remaining estimated customer relationship period of the related customer. Deferred commission expense that will be recorded as expense during the succeeding 12-month period is recorded as current deferred commission expense, and the remaining portion is recorded as long-term deferred commission expense. Deferred commission expense during the three months ended September 30, 2024 increased by \$26.5 million as a result of deferring incremental costs of obtaining a contract of \$57.7 million and was offset by amortization of \$31.2 million during the same period. Deferred commission expense during the nine months ended September 30, 2024 increased by \$63.2 million as a result of deferring incremental costs of obtaining a contract of \$159.4 million and was offset by amortization of \$96.2 million during the same period. X - References No definition available. + Details Name: us-gaap Revenue From Contract With Customer Abstract Namespace Prefix: us-gaap Data Type: xbrl:stringItemType Balance Type: Period Type: duration X - Definition The entire disclosure of revenue from contract with customer to transfer good or service and to transfer nonfinancial asset. Includes, but is not limited to, disaggregation of revenue, credit loss recognized from contract with customer, judgment and change in judgment related to contract with customer, and asset recognized from cost incurred to obtain or fulfill contract with customer. Excludes insurance and lease contracts. + References Reference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 9-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-13> Reference 2: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 10-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-10> Reference 3: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 15-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-15> Reference 4: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12) Reference 5:

X - ReferencesNo definition available. + Details Name: us-gaap FairValueDisclosuresAbstract Namespace Prefix: us-gaap Data Type: xbrl:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for the fair value of financial instruments (as defined), including financial assets and financial liabilities (collectively, as defined), and the measurements of those instruments as well as disclosures related to the fair value of non-financial assets and liabilities. Such disclosures about the financial instruments, assets, and liabilities would include: (1) the fair value of the required items together with their carrying amounts (as appropriate); (2) for items for which it is not practicable to estimate fair value, disclosure would include: (a) information pertinent to estimating fair value (including, carrying amount, effective interest rate, and maturity, and (b) the reasons why it is not practicable to estimate fair value; (3) significant concentrations of credit risk including: (a) information about the activity, region, or economic characteristics identifying a concentration, (b) the maximum amount of loss the entity is exposed to based on the gross fair value of the related item, (c) policy for requiring collateral or other security and information as to accessing such collateral or security, and (d) the nature and brief description of such collateral or security; (4) quantitative information about market risks and how such risks are managed; (5) for items measured on both a recurring and nonrecurring basis information regarding the inputs used to develop the fair value measurement; and (6) for items presented in the financial statement for which fair value measurement is elected: (a) information necessary to understand the reasons for the election, (b) discussion of the effect of fair value changes on earnings, (c) a description of [similar groups] items for which the election is made and the relation thereof to the balance sheet, the aggregate carrying value of items included in the balance sheet that are not eligible for the election; (7) all other required (as defined) and desired information. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 107 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-107Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2E -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2EReference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2EReference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 940 -SubTopic 820 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478119/940-820-50-1 + Details Name: us-gaap FairValueDisclosuresTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration XML v3.2.3 Restricted Cash 9 Months Ended Sep. 30, 2024 Cash and Cash Equivalents [Abstract] A Restricted Cash 5. Restricted CashThe following table provides a reconciliation of cash, cash equivalents, and restricted cash reported within the consolidated balance sheets that sum to the total of the same such amounts shown in the statement of cash flows for the nine months ended September 30, 2024 and 2023.A A A September 30, 2024 A A September 30, 2023 A A December 31, 2023 A A A (in thousands) A Cash and cash equivalents A \$ 410,060 A A \$ 535,545 A A \$ 387,987 A Restricted cash, included other assets A 4,053 A A 3,153 A A 4,053 A Total cash, cash equivalents, and restricted cash A \$ 414,113 A A \$ 538,698 A A \$ 392,040 A X - ReferencesNo definition available. + Details Name: us-gaap CashAndCashEquivalentsDisclosureTextBlock Namespace Prefix: us-gaap Data Type: xbrl:stringItemBalance Type: na Period Type: duration X - DefinitionThe entire disclosure for cash and cash equivalent footnotes, which may include the types of deposits and money market instruments, applicable carrying amounts, restricted amounts and compensating balance arrangements. Cash and equivalents include: (1) currency on hand (2) demand deposits with banks or financial institutions (3) other kinds of accounts that have the general characteristics of demand deposits (4) short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Generally, only investments maturing within three months from the date of acquisition qualify. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-50-599-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-599-1 + Details Name: us-gaap CashAndCashEquivalentsDisclosureTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration XML 24 R16.htm IDEA: XBRL DOCUMENT v3.24.3 Derivatives 9 Months Ended Sep. 30, 2024 Derivative Instruments and Hedging Activities Disclosure [Abstract] A Derivatives 6. DerivativesCash flow hedgesThe Company enters into foreign currency forward contracts to reduce the risk of variability in future cash flow due to foreign currency exchange rate fluctuation from certain forecasted revenue transactions billed in currencies other than the U.S. Dollar. These transactions are designated as cash flow hedges. The foreign currency forward contracts have maturities 12 months or less. Hedge effectiveness is assessed at inception and at each reporting period utilizing statistical regression analysis. The derivatives are subject to master netting arrangements and are disclosed on a gross basis on the consolidated balance sheets. Unrealized foreign exchange gains or losses related to those designated cash flow hedge contracts are recorded in accumulated other comprehensive income ("AOI") and are reclassified into revenues in the same periods when the hedged transactions are recognized in earnings. Cash flows from the settlement of these forward contracts are classified as operating activities on the consolidated statements of cash flows. As of September 30, 2024, the Company had designated cash flow hedge forward contracts with notional amounts equivalent to \$28.1 million. The following summarizes the fair value of derivative financial instruments as of September 30, 2024 and December 31, 2023.A A A As of September 30, 2024 A A As of December 31, 2023 A A A (in thousands) Accrued expenses and other current liabilities A A A A A Cash flow hedges A \$ 766 A A \$ a€" A A A Total A \$ 766 A A \$ a€" A A A The following table presents the activity of foreign currency forward contracts designated as hedging instruments and the impact of these derivatives on AOCl:A A A Nine Months Ended September 30, A A A 2024 A A 2023 A A A (in thousands) A Beginning balance at January 1, 2024 A \$ a€" A A \$ a€" A A Net losses recognized in other comprehensive income, net of tax A 1,245 A A A a€" A A A Net losses reclassified from AOCl to earnings A (310) A A a€" A A Ending balance at September 30, 2024 A \$ 935 A A \$ a€" A A The effect of hedges on the consolidated statements of operations was as follows: A A Three Months Ended September 30, A A Nine Months Ended September 30, A A A 2024 A A A 2023 A A A 2024 A A A 2023 A A A (in thousands) A Losses reclassified from AOCl related to cash flow hedges A A A A A A Revenue A \$ (254) A A \$ a€" A A \$ a€" A A A As of September 30, 2024, the Company estimates the net amount of unrealized gain (losses) before tax on the foreign currency contracts expected to be reclassified into revenue over the next 12 months is approximately \$0.3 million. X - ReferencesNo definition available. + Details Name: us-gaap DerivativeInstrumentsAndHedgingActivitiesDisclosureAbstract Namespace Prefix: us-gaap Data Type: xbrl:stringItemBalance Type: na Period Type: duration X - DefinitionThe entire disclosure for derivative instruments and hedging activities including, but not limited to, risk management strategies, non-hedging derivative instruments, assets, liabilities, revenue and expenses, and methodologies and assumptions used in determining the amounts. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480237/815-40-50-5Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5C -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-5CReference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 815 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/815/tableOfContent + Details Name: us-gaap DerivativeInstrumentsAndHedgingActivitiesDisclosureTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration XML 25 R17.htm IDEA: XBRL DOCUMENT v3.24.3 Property and Equipment, Net 9 Months Ended Sep. 30, 2024 Property, Plant and Equipment [Abstract] A Property and Equipment, Net 7. Property and EquipmentPropertyPlantandEquipmentDisclosureTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration XML 25 R17.htm IDEA: XBRL DOCUMENT v3.24.3 Capitalized Software Development Costs 9 Months Ended Sep. 30, 2024 Research and Development [Abstract] A Capitalized Software Development Costs 8. Capitalized Software Development CostsCapitalized software development costs, exclusive of those recorded within property and equipment, consisted of the following: A A A September 30, 2024 A A December 31, 2023 A A A (in thousands) A Gross capitalized software development costs A \$ 344,049 A A \$ 257,052 A Accumulated amortization A (199,220) A A (150,823) Capitalized software development costs, net A \$ 144,829 A A \$ 106,229 A These capitalized software development costs are associated with software developed for the Company's customer platform. Capitalized software development costs recorded within property and equipment are associated with software developed for Company use. Amortization of capitalized software development costs, exclusive of costs recorded within property and equipment, was \$21.0 million for the three months ended September 30, 2024, \$54.8 million for the nine months ended September 30, 2024, \$12.6 million for the three months ended September 30, 2023, and \$33.1 million for the nine months ended September 30, 2023. X - ReferencesNo definition available. + Details Name: us-gaap ResearchAndDevelopmentAbstract Namespace Prefix: us-gaap Data Type: xbrl:stringItemBalance Type: na Period Type: duration X - DefinitionThe entire disclosure for research, development, and computer software activities, including contracts and arrangements to be performed for others and with federal government. Includes costs incurred (1) in a planned search or critical investigation aimed at discovery of new knowledge with the hope that such knowledge will be useful in developing a new product or service, a new process or technique, or in bringing about a significant improvement to an existing product or process; or (2) to translate research findings or other knowledge into a plan or design for a new product or process or for a significant improvement to an existing product or process whether intended for sale or the entity's use, during the reporting period charged to research and development projects, including the costs of developing computer software up to the point in time of achieving technological feasibility and in-process research and development acquired in a business combination consummated during the period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/

types:textBlockItemType Balance Type: na Period Type: duration XML 27 R19.htm IDEA: XBRL DOCUMENT v3.24.3 Convertible Senior Notes 9 Months Ended Sep. 30, 2024 Debt Disclosure [Abstract] A Convertible Senior Notes 9. Convertible Senior Notes2025 Convertible Senior Notes and Capped Call Options In June 2020, the Company issued \$400 million aggregate principal amount of 0.375% convertible senior notes due June 1, 2025 (the “2025 Notes”) in a private offering and an additional \$60 million aggregate principal amount of the 2025 Notes pursuant to the exercise in full of the over-allotment options of the initial purchasers. The interest rate is fixed at 0.375% per annum and is payable semi-annually in arrears on June 1 and December 1 of each year. The total net proceeds from the debt offering, after deducting initial purchase discounts and debt issuance costs, were approximately \$450.1 million.Each \$1,000 of principal amount of the 2025 Notes will initially be convertible into 3.5396 shares of the Company’s common stock (the “Conversion Option of the 2025 Notes”), which is equivalent to an initial conversion price of approximately \$282.52 per share, subject to adjustment upon the occurrence of certain specified events. On or after March 1, 2025 until the close of business on the second scheduled trading day immediately preceding the maturity date, holders may convert their 2025 Notes at any time. The 2025 Notes will be convertible at the option of the holders prior to the close of business on the business day immediately preceding March 1, 2025 under certain circumstances as described in the indenture governing the 2025 Notes (the “Indenture”). Upon conversion, the Company will pay or deliver, as the case may be, cash, shares of the Company’s common stock or a combination of cash and shares of the Company’s common stock, at the Company’s election. The 2025 Notes are classified as short-term debt and the Company expects to settle the principal amount of the 2025 Notes in cash. Because the last reported sale price of the Company’s common stock for at least 20 trading days during the period of 30 consecutive trading days ending on the last trading day of the calendar quarter ended September 30, 2024 was equal to or greater than 130% of the applicable conversion price on each applicable trading day, the 2025 Notes are convertible at the option of the holders thereof during the calendar quarter ending December 31, 2024. As of November 1, 2024, the Company has not received any conversion notices. The net carrying amount of the liability component of the 2025 Notes is as follows: A A As of September 30, 2024 A A As of December 31, 2023 A A (in thousands) A Principal A \$ 459,049 A A \$ 459,076 A Unamortized issuance costs A A (1,375) A A (2,870) Net carrying amount A \$ 457,674 A A \$ 456,206 A Interest expense related to the 2025 Notes is as follows: A A Three Months Ended September 30, A A Nine Months Ended September 30, A A 2024 A A 2023 A A (in thousands) A Contractual interest expense A \$ 430 A A \$ 431 A A \$ 1,291 A A \$ 1,291 A Amortization of issuance costs A A 499 A A 497 A A 1,501 A A 1,477 A Total interest expense A \$ 929 A A \$ 928 A A \$ 2,792 A A \$ 2,768 A In connection with the offering of the 2025 Notes, the Company purchased capped call options (the “Capped Call Options”) with respect to its common stock for \$50.6 million. The Capped Call Options are purchased call options that give the Company the option to purchase up to approximately 1.6 million shares of its common stock for \$282.52 per share, which corresponds to the approximate initial conversion price of the 2025 Notes. The Capped Call Options were purchased in order to offset potential dilution to the Company’s common stock upon any conversion of the 2025 Notes, subject to a cap of \$426.44 per share, and expire concurrently with the 2025 Notes. The \$50.6 million paid for the Capped Call Options is recorded in stockholders’ equity as a reduction in additional paid-in capital and the Capped Call Options are not accounted for as separate derivative financial instruments. X - ReferencesNo definition available. + Details Name: us-gaap DebtDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for long-term debt. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 470 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/470/tableOfContent + Details Name: us-gaap LongTermDebtTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration XML 28 R20.htm IDEA: XBRL DOCUMENT v3.24.3 Leases 9 Months Ended Sep. 30, 2024 Leases [Abstract] A Leases 11. LeasesThe Company leases office facilities under non-cancelable operating leases that expire at various dates through February 2035. During the nine months ended September 30, 2024, the Company modified various leases of office spaces globally. The Company recorded a reduction in right-of-use assets of \$6.9 million and an increase in lease liabilities of \$0.9 million for these leases during the period upon the lease modification. Operating lease expense and cash payments related to operating lease liabilities for the three and nine months ended September 30, 2024 and 2023 are as follows: A A Three Months Ended September 30, A A Nine Months Ended September 30, A A 2024 A A 2023 A A (in thousands) A (in thousands) A Operating lease expense A \$ 9,838 A A \$ 10,230 A A \$ 29,577 A A \$ 33,139 A Cash payments A \$ 12,577 A A \$ 14,701 A A \$ 42,002 A A \$ 45,827 A The Company subleases some of its unused spaces to third parties. Operating sublease income generated under all operating lease agreements for the three and nine months ended September 30, 2024 and 2023 are as follows: A A Three Months Ended September 30, A A Nine Months Ended September 30, A A 2024 A A 2023 A A (in thousands) A (in thousands) A Operating sublease income A \$ 1,404 A A \$ 1,953 A A \$ 5,330 A A \$ 5,995 A X - ReferencesNo definition available. + Details Name: us-gaap LeasesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for operating leases of lessee. Includes, but is not limited to, description of operating lease and maturity analysis of operating lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/842-20/tableOfContent + Details Name: us-gaap LesseeOperatingLeasesTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration XML 29 R21.htm IDEA: XBRL DOCUMENT v3.24.3 Commitments and Contingencies 9 Months Ended Sep. 30, 2024 Commitments and Contingencies Disclosure [Abstract] A Commitments and Contingencies 10. Commitments and ContingenciesContractual ObligationsThe Company leases its office facilities under non-cancelable operating leases that expire at various dates through February 2035. Certain leases contain optional termination dates. The table below only includes payments up to the optional termination date. If the Company were to extend leases beyond the optional termination date, the future commitments would increase by approximately \$80.4 million. Included in the table below is an operating lease commitment for a lease that has not yet commenced of approximately \$5.7 million.Future minimum payments under all operating lease agreements as of September 30, 2024 are as follows: A A (in thousands) A Remainder of 2024 A \$ 14,316 A 2025 A \$ 57,458 A 2026 A \$ 54,136 A 2027 A \$ 48,981 A 2028 A \$ 36,220 A Thereafter A \$ 164,571 A Total A \$ 375,682 A The Company has entered into certain non-cancelable vendor commitments, which require the future purchase of goods or services. Future minimum payments under all non-cancelable vendor commitments as of September 30, 2024 are as follows: A A (in thousands) A Remainder of 2024 A \$ 42,120 A 2025 A \$ 236,930 A 2026 A \$ 236,800 A 2027 A \$ 187,846 A 2028 A \$ 184 A Thereafter A \$ 703,880 A Legal ContingenciesFrom time to time, the Company may become a party to litigation and subject to claims incident to the ordinary course of business, including intellectual property claims, labor and employment claims, and threatened claims, breach of contract claims, tax, and other matters. The Company currently has no material pending litigation. X - ReferencesNo definition available. + Details Name: us-gaap CommitmentsAndContingenciesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for commitments and contingencies. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 405 -SubTopic 30 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/405-30/tableOfContentReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 440 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482648/440-10-50-4Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/450/tableOfContentReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 954 -SubTopic 440 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478522/954-440-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 440 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482648/440-10-50-4Reference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 440 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/440/tableOfContent + Details Name: us-gaap CommitmentsAndContingenciesDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration XML 30 R22.htm IDEA: XBRL DOCUMENT v3.24.3 Changes in Accumulated Other Comprehensive Income (Loss) 9 Months Ended Sep. 30, 2024 Equity [Abstract] A Changes in Accumulated Other Comprehensive Income (Loss) 12. Changes in Accumulated Other Comprehensive Income (Loss)The following table summarizes the changes in accumulated other comprehensive income (loss), which is reported as a component of stockholders’ equity, for the nine months ended September 30, 2024 and 2023. A A Cumulative Translation Adjustment A A Unrealized Gain (Loss) on Investments A A Unrealized Gain (Loss) on Derivative Instruments A A Total A A (in thousands) A Beginning balance at January 1, 2024 A \$ 950 A A \$ 877 A A \$ 6 A A \$ 1,827 A Other comprehensive income (loss) before reclassifications A A 2,548 A A 2,209 A A 1,245 A A 3,512 A Amounts reclassified from accumulated other comprehensive income, net of tax A A 6 A A 6 A A 310 A A 310 A Ending balance at September 30, 2024 A \$ 3,498 A A \$ 3,086 A A \$ 935 A A \$ 5,649 A A A Cumulative Translation Adjustment A A Unrealized Gain (Loss) on Investments A A Total A A (in thousands) A Beginning balance at January 1, 2023 A \$ (3,070) A A \$ (9,820) A A \$ (12,890) Other comprehensive income (loss) before reclassifications A A (1,805) A A 5,317 A A 3,512 A Amounts reclassified from accumulated other comprehensive income, net of tax A A 6 A A 6 A A 6 A A Ending balance at September 30, 2023 A \$ (4,875) A A \$ (4,503) A A \$ (9,378) X - DefinitionThe entire disclosure for comprehensive income, which includes, but is not limited to, 1) the amount of income tax expense or benefit allocated to each component of other comprehensive income, including reclassification adjustments, 2) the reclassification adjustments for each classification of other comprehensive income and 3) the ending accumulated balances for each component of comprehensive income. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(21)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/220/tableOfContent + Details Name: us-gaap ComprehensiveIncomeNoteTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 31 R23.htm IDEA: XBRL DOCUMENT v3.24.3 Stock-Based Compensation Expense 9 Months Ended Sep. 30, 2024 Share-Based Payment Arrangement [Abstract] A Stock-Based Compensation Expense 13. Stock-Based Compensation ExpenseThe following two tables show stock-based compensation expense by award type and where the stock-based compensation expense is recorded in the Company’s consolidated statements of operations: A A Three Months Ended September 30, A A Nine Months Ended September 30, A A 2024 A A 2023 A A (in thousands) A (in thousands) A Options A \$ 1,917 A A \$ 2,958 A A \$ 6,309 A A \$ 8,798 A RSUs A \$ 117,895 A A \$ 96,638 A A \$ 334,637 A A \$ 287,575 A PSUs A \$ 6,356 A A \$ 3,866 A A \$ 17,524 A A \$ 9,882 A Employee stock purchase plan A \$ 4,098 A A \$ 4,044 A A \$ 11,912 A A \$ 12,290 A Total stock-based compensation expense A \$ 130,266 A A \$ 107,506 A A \$ 370,382 A A \$ 318,545 A Effect of stock-based compensation expense on income by line item: A A Three Months Ended September 30, A A Nine Months Ended September 30, A A 2024 A A 2023 A A (in thousands) A (in thousands) A Cost of revenue, subscription A \$ 6,408 A A \$ 3,157 A A \$ 16,811 A A \$ 9,110 A Cost of revenue, professional services and other A \$ 1,113 A A \$ 1,201 A A \$ 3,328 A A \$ 3,748 A Research and development A \$ 62,595 A A \$ 49,460 A A \$ 177,914 A A \$ 146,845 A Sales and marketing A \$ 36,218 A A \$ 34,439 A A \$ 107,543 A A \$ 103,233 A General and administrative A \$ 23,932 A A \$ 19,249 A A \$ 64,786 A A \$ 55,609 A Total stock-based compensation expense A \$ 130,266 A A \$ 107,506 A A \$ 370,382 A A \$ 318,545 A Capitalized software development costs excluded from stock-based compensation expense were \$10.7 million for the three months ended September 30, 2024, \$29.7 million for the nine months ended September 30, 2024, \$6.9 million for the three months ended September 30, 2023, and \$21.0 million for the nine months ended September 30, 2023. Also excluded from stock-based compensation expense in the nine months ended September 30, 2023 was \$1.0 million incurred in connection with the Restructuring Plan. See Note 15 for more details. X - DefinitionThe entire disclosure for share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/718/tableOfContentReference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (h)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (l) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap DisclosureOfCompensationRelatedCostsShareBasedPaymentsTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemBalance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap DisclosureOfCompensationRelatedCostsSharebasedPaymentsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 32 R24.htm IDEA: XBRL DOCUMENT v3.24.3 Segment Information and Geographic Data 9 Months Ended Sep. 30, 2024 Segment Reporting [Abstract] A Segment Information and Geographic Data 14. Segment Information and Geographic DataThe Company operates as one operating segment. Operating segments are defined as components of an enterprise for which separate financial information is regularly evaluated by the chief operating decision maker (the “CODM”), which is the Company’s chief executive officer, in deciding how to allocate resources and assess performance. The Company’s CODM evaluates the Company’s financial information and resources and assesses the performance of these resources on a consolidated basis. Since the Company operates in one operating segment, all required financial segment information can be found in the consolidated financial statements. Revenue and long-lived assets by geographic region, based on the physical location of the operations recording the sale or the asset, are as follows: Revenues by geographical region: A A Three Months Ended September 30, A A Nine Months Ended September 30, A A 2024 A A 2023 A A (in thousands) A (in thousands) A Americas A \$ 404,347 A A \$ 337,113 A A \$ 1,165,218 A A \$ 966,762 A Europe A \$ 210,893 A A \$ 174,428 A A \$ 603,689 A A \$ 488,009 A Asia Pacific A \$ 54,481 A A \$ 46,016 A A \$ 155,458 A A \$ 133,544 A Total A \$ 669,721 A A \$ 557,557 A A \$ 1,924,365 A A \$ 1,588,315 A Percentage of revenues generated outside of the Americas A 40 % A 40 % A 39 % A 39 % Revenue derived from customers outside the United States (international) was approximately 47% of total revenue in the three and nine months ended September 30, 2024 and 2023. Total long-lived assets by geographical region: A A As of September 30, 2024 A A As of December 31, 2023 A A (in thousands) A Americas A \$ 227,600 A A \$ 235,141 A Europe A \$ 104,054 A A \$ 112,176 A Asia Pacific A \$ 5,218 A A \$ 7,085 A Total long-lived assets A \$ 336,872 A A \$ 354,402 A Percentage of long-lived assets held outside of the Americas A 32 % A 34 % X - ReferencesNo definition available. + Details Name: us-gaap SegmentReportingAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for reporting segments including data and tables. Reportable segments include those that meet any of the following quantitative thresholds a) it’s reported revenue, including sales to external customers and intersegment sales or transfers is 10 percent or more of the combined revenue, internal and external, of all operating segments b) the absolute amount of its reported profit or loss is 10 percent or more of the greater, in absolute amount of 1) the combined reported profit of all operating segments that did not report a loss or 2) the combined reported loss of all operating segments that did report a loss c) its assets are 10 percent or more of the combined assets of all operating segments. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-48Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI

https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 54 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-54Reference 7: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 47 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-47Reference 8: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 54 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-54Reference 9: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 47 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-47Reference 10: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 54 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-54Reference 11: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 47 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-47Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 31 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-31Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 34 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-34Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 26C -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-26CReference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 26B -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-26BReference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-15Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-42Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-40Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/280/tableOfContentReference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 26 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-26Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41Reference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 21 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-21Reference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 21 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-21Reference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32 + Details Name: us-gaap_SegmentReportingDisclosureTextBlock Namespace Prefix: us-gaap_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 33 R25.htm IDEA: XBRL DOCUMENT v3.24.3 Restructuring Plan 9 Months Ended Sep. 30, 2024 Restructuring and Related Activities [Abstract] A Restructuring Plan 15. Restructuring Plan On January 25, 2023, the Company's board of directors authorized a restructuring plan (the "Restructuring Plan") that was designed to reduce operating costs and enable investment in key opportunities for long-term growth while driving continued profitability. The Restructuring Plan included a reduction of the Company's workforce by approximately 7% and a global lease consolidation to create higher density across our workspaces. The Company incurred restructuring charges of \$1.0 million in the three months ended September 30, 2024 and \$2.8 million in the nine months ended September 30, 2024 consisting of variable facilities related costs on unused space. During the nine months ended September 30, 2023, the Company terminated and abandoned various leases of office spaces globally. The Company recorded a reduction in right-of-use assets of \$44.6 million and an increase in lease liabilities of \$6.3 million for these leases during the period upon the lease terminations or abandonments. In the three months ended September 30, 2023, the Company incurred \$0.8 million of restructuring charges in connection with these leases. In the nine months ended September 30, 2023, the Company incurred \$93.3 million of restructuring charges, composed of \$66.4 million related to facilities and \$26.9 million for severance, employee related benefits, and other costs, including \$1.0 million of stock-based compensation expense. The charges are recorded to the restructuring line item within the consolidated statements of operations. Future variable facilities related costs for vacated properties will continue to be recorded to restructuring charges. As of September 30, 2024, the Company did not have any remaining liabilities accrued related to the Restructuring Plan. X - ReferencesNo definition available. + Details Name: us-gaap_RestructuringAndRelatedActivitiesAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for restructuring and related activities. Description of restructuring activities such as exit and disposal activities, include facts and circumstances leading to the plan, the expected plan completion date, the major types of costs associated with the plan activities, total expected costs, the accrual balance at the end of the period, and the periods over which the remaining accrual will be settled. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 5.P.4.e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479823/420-10-S99-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482017/420-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482017/420-10-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/420/tableOfContentReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482017/420-10-50-1 + Details Name: us-gaap_RestructuringAndRelatedActivitiesDisclosureTextBlock Namespace Prefix: us-gaap_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 34 R26.htm IDEA: XBRL DOCUMENT v3.24.3 Subsequent Event 9 Months Ended Sep. 30, 2024 Subsequent Events [Abstract] A Subsequent Event 16. Subsequent Event On October 30, 2024, the Company acquired all outstanding shares of Cacheflow Inc. ("Cacheflow"), a B2B subscription billing management and configure, price, quote ("CPQ") solution, for cash consideration of approximately \$65.0 million, subject to customary post-closing adjustments and conditions. The acquisition will expand its commerce capabilities for subscription billing and quote-to-cash automation to help customers close deals faster. Due to the limited amount of time since the date of acquisition, the Company is in the process of finalizing the accounting for this transaction and expects to complete the preliminary purchase price allocation in the fourth quarter of 2024. This acquisition is expected to have an insignificant impact on the Company's 2024 revenue. X - ReferencesNo definition available. + Details Name: us-gaap_SubsequentEventsAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for significant events or transactions that occurred after the balance sheet date through the date the financial statements were issued or the date the financial statements were available to be issued. Examples include: the sale of a capital stock issue, purchase of a business, settlement of litigation, catastrophic loss, significant foreign exchange rate changes, loans to insiders or affiliates, and transactions not in the ordinary course of business. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 855 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/855/tableOfContentReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 855 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483399/855-10-50-2 + Details Name: us-gaap_SubsequentEventsTextBlock Namespace Prefix: us-gaap_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 35 R27.htm IDEA: XBRL DOCUMENT v3.24.3 Organization and Operations (Policies) 9 Months Ended Sep. 30, 2024 Accounting Policies [Abstract] A Recent Accounting Pronouncements Recent Accounting PronouncementsRecent accounting standards not included below are not expected to have a material impact on our consolidated financial position and results of operations. In November 2023, the Financial Accounting Standards Board ("FASB") issued guidance enhancing the disclosures of reportable segment information, primarily about significant segment expenses. The new standard will be effective for the Company for the annual periods beginning January 1, 2024, and for interim periods beginning January 1, 2025, with early adoption permitted. Upon adoption, the guidance should be applied retrospectively to all prior periods presented in the financial statements. The adoption of this standard only impacts disclosures and is not expected to have a material impact on the Company's consolidated financial statements. In December 2023, the FASB issued guidance enhancing income tax disclosure requirements by requiring specified categories and greater disaggregation within the rate reconciliation table, disclosure of income taxes paid by jurisdiction, and providing clarification on uncertain tax positions and related financial statement impacts. The new standard will be effective for the Company on January 1, 2025, with early adoption permitted. The adoption of this standard only impacts disclosures and is not expected to have a material impact on the Company's consolidated financial statements. In November 2024, the FASB issued guidance that requires the disclosure about specific types of expenses included in the expense captions presented on the face of the income statement. The new standard will be effective for the Company for the annual periods beginning January 1, 2027, and for interim periods beginning January 1, 2028, with early adoption permitted. The Company is currently evaluating the impact of adoption of the standard on its consolidated financial statements. Revision of Previously Issued Financial Statements During the financial close process for the first quarter of 2024, the Company identified an error related to the calculation of contractual credits in one of its third-party vendor agreements which impacted the Company's previously issued financial statements beginning with the quarter ended December 31, 2021. The error impacted subsequent annual and quarterly reporting periods through December 31, 2023. The Company assessed the materiality of the error, in consideration of both quantitative and qualitative factors, and concluded that it is not material to any previously presented interim or annual financial statements. The Company revised its financial statements for the periods impacted. In connection with the revisions, the Company also corrected a previously identified immaterial error related to the recording of certain deferred tax balances. Changes to the interim consolidated statements of operations for the three and nine months ended September 30, 2023, as a result of the error, were as follows (in thousands, except per share data): A Consolidated Statements of Operations and Comprehensive Loss A For The Three Months Ended September 30, 2023 A A As Previously Reported A A Adjustments A A As Revised A A (in thousands) A Cost of revenues - Subscription A \$ 73,781 A A \$ (1,886) A \$ 71,895 A Total cost of revenues A A 87,526 A A (1,886) A A 85,640 A Gross profit A A 470,031 A A 1,886 A A 471,917 A Loss from operations A A (20,442) A A 1,886 A A (18,556) Loss before income tax expense A A (6,875) A 1,886 A A (4,989) Net loss A A (5,463) A 1,886 A A (3,577) Comprehensive loss A A (6,456) A 1,886 A A (4,570) Net loss per common share, basic and diluted A \$ (0.11) A \$ 0.04 A A \$ (0.07) A A A A A A A A For The Nine Months Ended September 30, 2023 A A As Previously Reported A A Adjustments A A As Revised A A (in thousands) A Cost of revenues - Subscription A \$ 215,944 A A \$ (5,933) A \$ 210,011 A Total cost of revenues A A 256,854 A A (5,933) A A 250,921 A Gross profit A A 1,331,461 A A 5,933 A A 1,337,394 A Loss from operations A A (183,708) A A 5,933 A A (177,775) Loss before income tax expense A A (148,458) A A 5,933 A A (142,525) Income tax expense A A (14,233) A A 4,658 A A (9,575) Net loss A A (162,691) A A 10,591 A A (152,100) Comprehensive loss A A (159,179) A A 10,591 A A (148,588) Net loss per common share, basic and diluted A \$ (3.27) A A \$ 0.22 A A \$ (3.06) A A A A A A A A A A Revenues Disaggregation of Revenue The Company provides disaggregation of revenue based on geographic region (Note 14) and based on the subscription versus professional services and other classification on the consolidated statements of operations as it believes these best depict how the nature, amount, timing and uncertainty of revenue and cash flows are affected by economic factors. Deferred Revenue and Deferred Commission Expense Amounts that have been invoiced are recorded in accounts receivable and deferred revenue or revenue, depending on whether the revenue recognition criteria have been met. Deferred revenue represents amounts billed for which revenue has not yet been recognized. Deferred revenue that will be recognized during the succeeding 12-month period is recorded as current deferred revenue, and the remaining portion is recorded as long-term deferred revenue. Deferred revenue during the nine months ended September 30, 2024 increased by \$45.8 million resulting from \$715.5 million of additional invoicing and was offset by revenue recognized of \$669.7 million during the same period. \$397.8 million of revenue was recognized during the three months ended September 30, 2024 that was included in deferred revenue at the beginning of the period. \$626.9 million of revenue was recognized during the nine months ended September 30, 2024 that was included in deferred revenue at the beginning of the period. As of September 30, 2024, approximately \$939.7 million of revenue is expected to be recognized from remaining performance obligations for contracts with original performance obligations that exceed one year. The Company expects to recognize revenue on approximately 90% of these remaining performance obligations over the next 24 months, with the balance recognized thereafter. Additional contract liabilities of \$6.4 million and \$4.5 million were included in accrued expenses and other current liabilities on the consolidated balance sheet as of September 30, 2024 and December 31, 2023. The incremental direct costs of obtaining a contract, which primarily consist of sales and Solutions Partner commissions paid for new subscription contracts, are deferred and amortized on a straight-line basis over a period of approximately two to four years. The two to four-year period has been determined by taking into consideration the type of product sold, the commitment term of the customer contract, the nature of the Company's technology development life-cycle, and an estimated customer relationship period. Sales and Solutions Partner commissions for upgrade contracts are deferred and amortized on a straight-line basis over the remaining estimated customer relationship period of the related customer. Deferred commission expense that will be recorded as expense during the succeeding 12-month period is recorded as current deferred commission expense, and the remaining portion is recorded as long-term deferred commission expense. Deferred commission expense during the three months ended September 30, 2024 increased by \$26.5 million as a result of deferring incremental costs of obtaining a contract of \$57.7 million and was offset by amortization of \$31.2 million during the same period. Deferred commission expense during the nine months ended September 30, 2024 increased by \$63.2 million as a result of deferring incremental costs of obtaining a contract of \$159.4 million and was offset by amortization of \$96.2 million during the same period. X - ReferencesNo definition available. + Details Name: us-gaap_AccountingPoliciesAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy pertaining to new accounting pronouncements that may impact the entity's financial reporting. Includes, but is not limited to, quantification of the expected or actual impact. + ReferencesNo definition available. + Details Name: us-gaap_NewAccountingPronouncementsPolicyTextBlock Namespace Prefix: us-gaap_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for revenue. Includes revenue from contract with customer and from other sources. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4Reference 3: http://www.xbrl.org/2003/role/exampleRef -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (e) -SubTopic 10 -Topic 235 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4 + Details Name: us-gaap_RevenueRecognitionPolicyTextBlock Namespace Prefix: us-gaap_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 36 R28.htm IDEA: XBRL DOCUMENT v3.24.3 Organization and Operations (Tables) 9 Months Ended Sep. 30, 2024 Accounting Policies [Abstract] A Summary Of Interim Consolidated Statements Of Operations Changes to the interim consolidated statements of operations for the three and nine months ended September 30, 2023, as a result of the error, were as follows (in thousands, except per share data): A Consolidated Statements of Operations and Comprehensive Loss A For The Three Months Ended September 30, 2023 A A As Previously Reported A A Adjustments A A As Revised A A (in thousands) A Cost of revenues - Subscription A \$ 73,781 A A \$ (1,886) A \$ 71,895 A Total cost of revenues A A 87,526 A A (1,886) A A 85,640 A Gross profit A A 470,031 A A 1,886 A A 471,917 A Loss from operations A A (20,442) A A 1,886 A A (18,556) Loss before income tax expense A A (6,875) A A 1,886 A A (4,989) Net loss A A

(5,463) \$ 1,886 \$ (3,577) Comprehensive loss \$ (6,456) \$ 1,886 \$ (4,570) Net loss per common share, basic and diluted \$ (0.11) \$ 0.04 \$ (0.07) \$ 1,886 \$ (3,577) \$ (6,456) \$ 1,886 \$ (4,570) For the Nine Months Ended September 30, 2023 \$ As Previously Reported \$ Adjustments \$ As Reversed \$ (in thousands) \$ Cost of revenues - Subscription \$ 215,944 \$ (5,933) \$ 210,011 Total cost of revenues \$ 256,854 \$ (5,933) \$ 250,921 Gross profit \$ 1,331,461 \$ 5,933 \$ 1,337,394 Loss from operations \$ (183,708) \$ 5,933 \$ (177,775) Loss before income tax expense \$ (148,458) \$ 5,933 \$ (142,525) Income tax expense \$ (14,233) \$ 4,658 \$ (9,575) Net loss \$ (162,691) \$ 10,591 \$ (152,100) Comprehensive loss \$ (159,179) \$ 10,591 \$ (148,588) Net loss per common share, basic and diluted \$ (3.27) \$ 0.22 \$ (3.06) \$ 1,886 \$ (3,577) \$ (6,456) \$ 1,886 \$ (4,570) X - ReferencesNo definition available. + Details Name: us-gaap AccountingPoliciesAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of prior period adjustments to previously issued financial statements including (1) the effect of the correction on each financial statement line item and any per-share amounts affected for each prior period presented (2) the cumulative effect of the change on retained earnings or other appropriate components of equity or net assets in the statement of financial position, as of the beginning of the earliest period presented, and (3) the effect of the prior period adjustments (both gross and net of applicable income tax) on the net income of each prior period presented in the entity's annual report for the year in which the adjustments are made. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 250 -SubTopic 10 -Section 50 -Paragraph 8 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-8>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 250 -SubTopic 10 -Section 50 -Paragraph 7 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-7>Reference 3: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 250 -SubTopic 10 -Section 50 -Paragraph 9 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-9> + Details Name: us-gaap ScheduleOfErrorCorrectionsAndPriorPeriodAdjustmentsTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 37 R29.htm IDEA: XBRL DOCUMENT v3.24.3 Net Income (Loss) per Share (Tables) 9 Months Ended Sep. 30, 2024 Earnings Per Share [Abstract] \$ Summary of Reconciliation of Denominator Used in Calculation of Basic and Diluted Net Income (Loss) Per Share A reconciliation of the denominator used in the calculation of basic and diluted net income (loss) per share is as follows: A Three Months Ended September 30, A Nine Months Ended September 30, A 2024 A 2023 A 2024 A 2023 A Net income (loss) \$ 8,146 A \$ (3,577) A \$ (355) A \$ (152,100) A Weighted-average common shares outstanding \$ 51,354 A \$ 50,051 A \$ 51,017 A \$ 49,719 A Dilutive effect of share equivalents resulting from A stock options, RSUs, ESPP, PSUs, and the A Conversion Options \$ 424 A \$ A \$ A \$ A Weighted-average common shares, outstanding \$ 51,778 A \$ 50,051 A \$ 51,017 A \$ 49,719 A Net income (loss) per share, basic \$ 0.16 A \$ (0.07) A \$ (0.01) A \$ (3.06) A Net income (loss) per share, diluted \$ 0.16 A \$ (0.07) A \$ (0.01) A \$ (3.06) A Schedule of Potentially Dilutive Common Stock Equivalents The following table contains all potentially dilutive common stock equivalents. A As of September 30, A 2024 A 2023 A A A Options to purchase common shares A 339 A A 485 A RSUs A 1,677 A A 2,020 A Conversion Option of the 2025 Notes A 1,625 A A 1,625 A PSUs A 29 A A A \$ ESPP A A \$ A A X - ReferencesNo definition available. + Details Name: us-gaap EarningsPerShareAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of securities (including those issuable pursuant to contingent stock agreements) that could potentially dilute basic earnings per share (EPS) in the future that were not included in the computation of diluted EPS because to do so would increase EPS amounts or decrease loss per share amounts for the period presented, by antidilutive securities. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 260 -SubTopic 10 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482662/260-10-50-1> + Details Name: us-gaap ScheduleOfAntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of an entity's basic and diluted earnings per share calculations, including a reconciliation of numerators and denominators of the basic and diluted per-share computations for income from continuing operations. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482662/260-10-50-1> + Details Name: us-gaap ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 38 R30.htm IDEA: XBRL DOCUMENT v3.24.3 Fair Value of Financial Instruments (Tables) 9 Months Ended Sep. 30, 2024 Fair Value Disclosures [Abstract] A Schedule of Fair Value Measurements of Financial Assets and Liabilities The following table details the fair value measurements within the fair value hierarchy of the Company's financial assets and liabilities at September 30, 2024 and December 31, 2023 A A September 30, 2024 A A Level 1 A A Level 2 A A Level 3 A A Total A A (in thousands) A Cash equivalents and investments: A A A A A A Money market funds A \$ 15,211 A \$ A \$ A A A \$ 15,211 A Commercial paper A \$ A A \$ 12,008 A \$ A \$ 12,008 A Corporate bonds A \$ A A \$ 275,485 A \$ A \$ 275,485 A U.S. Government agency securities A \$ A A \$ 119,140 A \$ A \$ 119,140 A U.S. Treasury securities A \$ A A \$ 1,288,410 A \$ A \$ 1,288,410 A Strategic investments A \$ A A \$ 12,703 A \$ 12,703 A Restricted cash: A A A A A A A A A A Money market funds A \$ A A \$ 4,053 A \$ A \$ 4,053 A Total assets A \$ 15,211 A \$ 1,699,096 A \$ 12,703 A \$ 1,727,010 A A A A A Accrued expenses and other current liabilities: A A A A A A A A Foreign currency derivative liabilities A \$ A A \$ 766 A \$ A \$ 766 A Total liabilities A \$ A A \$ 766 A \$ A \$ 766 A A A A December 31, 2023 A A Level 1 A A Level 2 A A Level 3 A A Total A A (in thousands) A Cash equivalents and investments: A A A A A A Money market funds A \$ 20,003 A \$ A \$ A \$ 20,003 A Commercial paper A \$ A A \$ 13,504 A \$ A \$ 13,504 A Corporate bonds A \$ A A \$ 237,406 A \$ A \$ 237,406 A U.S. Government agency securities A \$ A A \$ 122,758 A \$ A \$ 122,758 A U.S. Treasury securities A \$ A A \$ 960,763 A \$ A \$ 960,763 A Strategic investments A \$ A A \$ 13,159 A \$ 13,159 A Restricted cash: A A A A A A A A A A Money market funds A \$ A A \$ 4,053 A \$ A \$ 4,053 A Total A \$ 20,003 A \$ 1,338,484 A \$ 13,159 A \$ 1,371,646 A Summary of Composition of Short and Long Term Investments The following tables summarize the composition of our short- and long-term investments at September 30, 2024 and December 31, 2023. A A September 30, 2024 A A AmortizedCost A A UnrealizedGains A A UnrealizedLosses A A AggregateFair Value A A (in thousands) A Commercial paper A \$ 10,516 A \$ A \$ A \$ 10,516 A Corporate bonds A \$ 274,178 A \$ 1,386 A A \$ (79) A \$ 275,485 A U.S. Government agency securities A \$ 118,597 A \$ A \$ 586 A A (43) A \$ 119,140 A U.S. Treasury securities A \$ 1,287,149 A \$ 1,293 A A (32) A \$ 1,288,410 A Total A \$ 1,690,440 A \$ 3,265 A A \$ (154) A \$ 1,693,551 A A A December 31, 2023 A A AmortizedCost A A UnrealizedGains A A UnrealizedLosses A A AggregateFair Value A A (in thousands) A Commercial paper A \$ 11,513 A \$ A \$ A \$ 11,513 A Corporate bonds A \$ 237,662 A \$ 422 A A (678) A \$ 237,406 A U.S. Government agency securities A \$ 122,414 A \$ 520 A A (176) A \$ 122,758 A U.S. Treasury securities A \$ 953,457 A \$ 1,087 A A (273) A \$ 954,271 A Total A \$ 1,325,046 A \$ 2,029 A \$ (1,127) A \$ 1,325,948 A Summary of Contractual Maturities of Short and Long Term Investments The contractual maturities of short-term and long-term investments held at September 30, 2024 and December 31, 2023 are as follows: A A September 30, 2024 A A December 31, 2023 A A AmortizedCost Basis A A AggregateFair Value A A AmortizedCost Basis A A AggregateFair Value A A (in thousands) A Due within one year A \$ 1,526,159 A \$ 1,527,928 A A \$ 1,000,447 A \$ 1,000,245 A Due after 1 year through 2 years A \$ 164,281 A A \$ 165,623 A A \$ 324,599 A A \$ 325,703 A Total A \$ 1,690,440 A \$ 1,693,551 A A \$ 1,325,046 A \$ 1,325,948 A X - DefinitionTabular disclosure of investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481800/320-10-50-9>Reference 2: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI

improvements Á Á 113,709 Á Á 112,714 Á Internal-use software Á Á 66,357 Á Á 48,894 Á Construction in progress Á Á 160 Á Á Á æ Á Total property and equipment Á Á 278,432 Á Á 248,687 Á Less: accumulated depreciation Á Á (167,482) Á Á (145,356) Property and equipment, net Á Á 110,950 Á Á Á 103,331 Á X - ReferencesNo definition available. + Details Name: us-gaap_PropertyPlantAndEquipmentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated depreciation. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-NameAccountingStandardsCodification-Section50-Paragraph1-SubTopic10-Topic360-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147482099/360-10-50-1> + Details Name: us-gaap_PropertyPlantAndEquipmentTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 42 R34.htm IDEA: XBRL DOCUMENT v3.24.3 Capitalized Software Development Costs (Tables) 9 Months Ended Sep. 30, 2024 Research and Development [Abstract] Á Summary of Capitalized Software Development Costs, Exclusive of those Recorded within Property and Equipment Capitalized software development costs, exclusive of those recorded within property and equipment, consisted of the following: Á Á Á September 30, 2024 Á Á December 31, 2023 Á Á Á (in thousands) Á Gross capitalized software development costs Á \$ 344,049 Á Á \$ 257,052 Á Accumulated amortization Á Á (199,220) Á Á (150,823) Capitalized software development costs, net Á Á \$ 144,829 Á Á \$ 106,229 Á X - DefinitionTabular disclosure of capitalized software and developments costs, including the gross balance incurred, accumulated amortization, and net value. + ReferencesNo definition available. + Details Name: hubs_SummaryOfCapitalizedSoftwareDevelopmentCostsTableTextBlock Namespace Prefix: hubs_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_ResearchAndDevelopmentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration XML 43 R35.htm IDEA: XBRL DOCUMENT v3.24.3 Convertible Senior Notes (Tables) 9 Months Ended Sep. 30, 2024 0.375%Convertible Senior Notes Due 2025 as Liability Component [Member] Á Debt Instrument [Line Items] Á Schedule of Net Carrying Amount of Notes The net carrying amount of the liability component of the 2025 Notes is as follows:Á Á Á As of September 30, 2024 Á Á Á As of December 31, 2023 Á Á Á (in thousands) Á Principal Á \$ 459,049 Á Á \$ 459,076 Á Unamortized issuance costs Á Á (1,375) Á Á (2,870) Net carrying amount Á \$ 457,674 Á Á \$ 456,206 Á 0.375% Convertible Senior Notes Due 2025 [Member] Á Debt Instrument [Line Items] Á Schedule of Interest Expense Interest expense related to the 2025 Notes is as follows:Á Á Á Three Months Ended September 30, Á Á Á Nine Months Ended September 30, Á Á Á 2024 Á Á 2023 Á Á 2024 Á Á 2023 Á Á Á (in thousands) Á Contractual interest expense Á \$ 430 Á Á \$ 431 Á Á \$ 1,291 Á Á \$ 1,291 Á Amortization of issuance costs Á Á 499 Á Á Á 497 Á Á Á 1,501 Á Á Á 1,477 Á Total interest expense Á \$ 929 Á Á \$ 928 Á Á \$ 2,792 Á Á \$ 2,768 Á X - DefinitionSchedule of interest expense. + ReferencesNo definition available. + Details Name: hubs_ScheduleOfInterestExpenseTableTextBlock Namespace Prefix: hubs_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of convertible debt instrument. Includes, but is not limited to, principal amount and amortized premium or discount. + ReferencesNo definition available. + Details Name: us-gaap_ConvertibleDebtTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef-Topic835-SubTopic30-NameAccountingStandardsCodification-Section55-Paragraph8-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147482949/835-30-55-8>Reference 2: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph1-Subparagraph\(SX210.4-08\(f\)\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480678/235-10-S99-1](http://www.xbrl.org/2009/role/commonPracticeRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph1-Subparagraph(SX210.4-08(f))-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480678/235-10-S99-1)Reference 3: [http://www.xbrl.org/2003/role/disclosureRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph3-Subparagraph\(SX210.12-04\(a\)\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480678/235-10-S99-3](http://www.xbrl.org/2003/role/disclosureRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph3-Subparagraph(SX210.12-04(a))-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480678/235-10-S99-3)Reference 4: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph\(a\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph(a)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 5: <http://www.xbrl.org/2003/role/exampleRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section55-Paragraph69B-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481568/470-20-55-69>Reference 6: <http://www.xbrl.org/2003/role/exampleRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section55-Paragraph69C-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481568/470-20-55-69>Reference 7: <http://www.xbrl.org/2003/role/exampleRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section55-Paragraph69E-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481568/470-20-55-69>Reference 8: <http://www.xbrl.org/2003/role/exampleRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section55-Paragraph69F-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481568/470-20-55-69>Reference 9: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph\(b\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph(b)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 10: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph\(c\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph(c)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 11: [http://www.xbrl.org/2003/role/exampleRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph\(d\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/exampleRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph(d)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 12: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph\(e\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph(e)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 13: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph\(f\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph(f)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 14: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph\(h\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1B-Subparagraph(h)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 15: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1D-Subparagraph\(a\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1D-Subparagraph(a)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 16: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1D-Subparagraph\(b\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1D-Subparagraph(b)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 17: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1D-Subparagraph\(c\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1D-Subparagraph(c)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 18: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1E-Subparagraph\(a\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1E-Subparagraph(a)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 19: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1E-Subparagraph\(c\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1E-Subparagraph(c)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 20: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1E-Subparagraph\(d\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1E-Subparagraph(d)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 21: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph\(a\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph(a)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 22: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph\(b\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph(b)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 23: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph\(b\)\(1\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph(b)(1)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 24: [http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph\(b\)\(2\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic470-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph1F-Subparagraph(b)(2)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481139/470-20-50-1)Reference 25: 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Name: us-gaap_DebtInstrumentAxis=hubs_ZeroPointThreeSevenFivePercentConvertibleSeniorNotesDueTwoThousandTwentyFiveAsLiabilityComponentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DebtInstrumentAxis=hubs_ZeroPointThreeSevenFivePercentConvertibleSeniorNotesDueTwoThousandTwentyFiveMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 44 R36.htm IDEA: XBRL DOCUMENT v3.24.3 Leases (Tables) 9 Months Ended Sep. 30, 2024 Leases [Abstract] Á Schedule of Lease Expense and Cash Payments related to Operating Lease Liabilities Operating lease expense and cash payments related to operating lease liabilities for the three and nine months ended September 30, 2024 and 2023 are as follows:Á Á Á Three Months Ended September 30, Á Á Á Nine Months Ended September 30, Á Á Á 2024 Á Á 2023 Á Á 2024 Á Á 2023 Á Á Á (in thousands) Á Operating lease expense Á \$ 9,838 Á Á \$ 10,230 Á Á \$ 29,577 Á Á \$ 33,139 Á Cash payments Á \$ 12,577 Á Á \$ 14,701 Á Á \$ 42,002 Á Á \$ 45,827 Á Schedule of Operating Sublease Income Generated under Operating Lease Agreements The Company subleases some of its unused spaces to third parties. Operating sublease income generated under all operating lease agreements for the three and nine months ended September 30, 2024 and 2023 are as follows: Á Á Á Three Months Ended September 30, Á Á Á Nine Months Ended September 30, Á Á Á 2024 Á Á 2023 Á Á 2024 Á Á 2023 Á Á Á (in thousands) Á Operating sublease income Á \$ 1,404 Á Á \$ 1,953 Á Á \$ 5,330 Á Á \$ 5,995 Á X - DefinitionSchedule of operating sublease income. + ReferencesNo definition available. + Details Name: hubs_ScheduleOfOperatingSubleaseIncomeTableTextBlock Namespace Prefix: hubs_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of lessee's lease cost. Includes, but is not limited to, interest expense for finance lease, amortization of right-of-use asset for finance lease, operating lease cost, short-term lease cost, variable lease cost and sublease income. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef-Topic842-SubTopic20-NameAccountingStandardsCodification-Section50-Paragraph4-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147478964/842-20-50-4> + Details Name: us-gaap_LeaseCostTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_LeasesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration XML 45 R37.htm IDEA: XBRL DOCUMENT v3.24.3 Commitments and Contingencies (Tables) 9 Months Ended Sep. 30, 2024 Commitments and Contingencies Disclosure [Abstract] Á Schedule of Future Minimum Payments Future minimum payments under all operating lease agreements as of September 30, 2024 are as follows:Á Á Á (in thousands) Á Remainder of 2024 Á \$ 14,316 Á 2025 Á \$ 57,458 Á 2026 Á \$ 54,136 Á 2027 Á \$ 48,981 Á 2028 Á \$ 36,220 Á Thereafter Á \$ 164,571 Á Total Á \$ 375,682 Á Schedule of Future Minimum Payments Under Non-Cancelable Arrangements Future minimum payments under all non-cancelable vendor commitments as of September 30, 2024 are as follows: Á Á (in thousands) Á Remainder of 2024 Á \$ 42,120 Á 2025 Á \$ 236,930 Á 2026 Á \$ 236,800 Á 2027 Á \$ 187,846 Á 2028 Á \$ 184 Á Thereafter Á \$ æ Á Total Á \$ 703,880 Á X - DefinitionTabular disclosure of contractual obligation by timing of payment due. Includes, but is not limited to, long-term debt obligation, lease obligation, and purchase obligation. + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph3-Subparagraph\(a\)-PublisherSECReference2:https://www.xbrl.org/2009/role/commonPracticeRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph3-Subparagraph\(SX210.12-04\(a\)\)-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480678/235-10-S99-3](http://www.xbrl.org/2009/role/commonPracticeRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph3-Subparagraph(a)-PublisherSECReference2:https://www.xbrl.org/2009/role/commonPracticeRef-Topic235-SubTopic10-NameAccountingStandardsCodification-SectionS99-Paragraph3-Subparagraph(SX210.12-04(a))-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480678/235-10-S99-3) + Details Name: srt_ContractualObligationFiscalYearMaturityScheduleTableTextBlock Namespace Prefix: srt_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_CommitmentsAndContingenciesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of key provisions of an arrangement under which the entity has agreed to purchase goods or services over a period of time greater than one year or the normal operating cycle, if longer, including the item for which expenditures will be made, minimum quantities, milestones, time period and committed amount. + ReferencesNo definition available. + Details Name: us-gaap_LongTermPurchaseCommitmentTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 46 R38.htm IDEA: XBRL DOCUMENT v3.24.3 Changes in Accumulated Other Comprehensive Income (Loss) (Tables) 9 Months Ended Sep. 30, 2024 Equity [Abstract] Á Changes in Accumulated Other Comprehensive Income (Loss) The following table summarizes the changes in accumulated other comprehensive income (loss), which is reported as a component of stockholders' equity, for the nine months ended September 30, 2024 and 2023. Á Á Cumulative Translation Adjustment Á Unrealized Gain (Loss) on Investments Á Unrealized Gain (Loss) on Derivative Instruments Á Total Á Á (in thousands) Á Beginning balance at January 1, 2024 Á \$ 950 Á Á \$ 877 Á Á \$ æ Á Á \$ 1,827 Á Other comprehensive income (loss) before reclassifications Á \$ 2,548 Á Á \$ 2,209 Á Á (1,245) Á Á 3,512 Á Amounts reclassified from accumulated other comprehensive income, net of tax Á Á æ Á Á Á æ Á Á Á 310 Á Á 310 Á Ending balance at September 30, 2024 Á \$ 3,498 Á Á \$ 3,086 Á Á (935) Á Á \$ 5,649 Á Á Á Cumulative Translation Adjustment Á Unrealized Gain (Loss) on Investments Á Total Á Á (in thousands) Á Beginning balance at January 1, 2023 Á \$ (3,070) Á Á (9,820) Á Á (12,890) Á Other comprehensive income (loss) before reclassifications Á (1,805) Á Á 5,317 Á Á 3,512 Á Amounts reclassified from accumulated other comprehensive income, net of tax Á Á æ Á Á Á æ Á Á Á æ Á Á Ending balance at September 30, 2023 Á \$ (4,875) Á Á (4,503) Á Á (9,378) Á X - ReferencesNo definition available. + Details Name: us-gaap_EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the components of accumulated other comprehensive income (loss). + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-NameAccountingStandardsCodification-Topic220-SubTopic10-Section45-Paragraph14A-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147482790/220-10-45-14>Reference 2: <http://www.xbrl.org/2009/role/commonPracticeRef-Topic830-SubTopic30-NameAccountingStandardsCodification-Section50-Paragraph1-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481674/830-30-50-1>Reference 3: <http://www.xbrl.org/2009/role/commonPracticeRef-Topic830-SubTopic30-NameAccountingStandardsCodification-Section45-Paragraph2-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147481694/830-30-45-2> + Details Name: us-gaap_ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 47 R39.htm IDEA: XBRL DOCUMENT v3.24.3 Stock-Based Compensation Expense (Tables) 9 Months Ended Sep. 30, 2024 Share-Based Payment Arrangement [Abstract] Á Schedule of Stock-Based Compensation Expense by Award Type The following two tables show stock-based compensation expense by award type and where the stock-based compensation expense is recorded in the Company's consolidated statements of operations: Á Á Three Months Ended September 30, Á Á Nine Months Ended September 30, Á Á Á 2024 Á Á 2023 Á Á 2024 Á Á 2023 Á Á Á (in thousands) Á Options Á \$ 1,917 Á Á \$ 2,958 Á Á \$ 6,309 Á Á \$ 8,798 Á RSUs Á \$ 117,895 Á Á \$ 96,638 Á Á \$ 334,637 Á Á \$ 287,575 Á PSUs Á \$ 6,356 Á Á \$ 3,866 Á Á 17,524 Á Á 9,882 Á Employee stock purchase plan Á \$ 4,098 Á Á \$ 4,044 Á Á 11,912 Á Á 12,290 Á Total stock-based compensation expense Á \$ 130,266 Á Á \$ 107,506 Á Á \$ 370,382 Á Á \$ 318,545 Á Effect of Stock-Based Compensation on Income by Line Item Effect of stock-based compensation expense on income by line item: Á Á Á Three Months Ended September 30, Á Á Á Nine Months Ended September 30, Á Á Á 2024 Á Á 2023 Á Á 2024 Á Á 2023 Á Á Á (in thousands) Á Á (in thousands) Á Cost of revenue, subscription Á \$ 6,408 Á Á \$ 3,157 Á Á \$ 16,811 Á Á \$ 9,110 Á Cost of revenue, professional services and other Á \$ 1,113 Á Á \$ 1,201 Á Á \$ 3,328 Á Á \$ 3,748 Á Research and development Á \$ 62,595 Á Á \$ 49,460 Á Á \$ 177,914 Á Á \$ 146,845 Á Sales and marketing Á \$ 36,218 Á Á \$ 34,439 Á Á \$ 107,543 Á Á \$ 103,233 Á General and administrative Á \$ 23,932 Á Á \$ 19,249 Á Á \$ 64,786 Á Á \$ 55,609 Á Total stock-based compensation expense Á \$ 130,266 Á Á \$ 107,506 Á Á \$ 370,382 Á Á \$ 318,545 Á X - ReferencesNo definition available. + Details Name: us-gaap_DisclosureOfCompensationRelatedCostsShareBasedPaymentsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionTabular disclosure of share-based payment arrangement. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-NameAccountingStandardsCodification-Section50-Paragraph1-SubTopic10-Topic718-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480429/718-10-50-1>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef-NameAccountingStandardsCodification-Topic718-SubTopic10-Section50-Paragraph2-PublisherFASB-URIhttps://asc.fasb.org/1943274/2147480429/718-10-50-2> + Details Name: us-gaap_DisclosureOfShareBasedCompensationArrangementsByShareBasedPaymentAwardTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItem Type Balance Type: na Period

Topic: duration X - DefinitionTabular disclosure of allocation of amount expensed and capitalized for award under share-based payment arrangement to statement of income or comprehensive income and statement of financial position. Includes, but is not limited to, corresponding line item in financial statement. + ReferencesReference 1:

-Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-7 + Details Name: us-gaap ErrorCorrectionsAndPriorPeriodAdjustmentsRestatementLineItems Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAggregate revenue less cost of goods and services sold or operating expenses directly attributable to the revenue generation activity. + ReferencesReference 1:

[page 52 - Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-2Reference 5:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(g\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph \(g\)\(3\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 6:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-15Reference 7:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(e\)\(4\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 8:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 9:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 10:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 11:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-2Reference 13:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 14:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 15:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 16:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-1Reference 17:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph \(SX 210.5-03\(25\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 18:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-04\(27\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 19:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.7-04\(23\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-7 + Details Name: us-gaap EarningsPerShareBasic Namespace Prefix: us-gaap Data Type: dtr-types:perShareItem Type Balance Type: na Period Type: duration X - Definition The amount of net income \(loss\) for the period available to each share of common stock or common unit outstanding during the reporting period and to each share or unit that would have been outstanding assuming the issuance of common shares or units for all dilutive potential common shares or units outstanding during the reporting period. + ReferencesReference 1:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2:](#) [http://www.xbrl.org/2003/role/exampleRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 52 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-52Reference 3:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(g\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph \(g\)\(3\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 6:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-15Reference 7:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(e\)\(4\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 8:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 9:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 10:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 11:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-2Reference 13:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 14:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 15:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 16:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph \(SX 210.5-03\(25\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 17:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-04\(27\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 18:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.7-04\(23\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 19:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-7 + Details Name: us-gaap EarningsPerShareDiluted Namespace Prefix: us-gaap Data Type: dtr-types:perShareItem Type Balance Type: na Period Type: duration X - Definition The portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2:](#) [http://www.xbrl.org/2003/role/disclosureRef -Topic](#)

of Potentially Dilutive Common Stock Equivalents (Detail) - shares shared in Thousands 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Conversion Option of the 2025 Notes [Member] Á Á Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items] Á Á Antidilutive securities excluded from computation of earnings per share 1,625 1,625 Employee Stock Option Á Á Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items] Á Á Antidilutive securities excluded from computation of earnings per share 339 485 RSUs [Member] Á Á Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items] Á Á Antidilutive securities excluded from computation of earnings per share 1,677 2,020 PSUs [Member] Á Á Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items] Á Á Antidilutive securities excluded from computation of earnings per share 29 Á X - Definition Securities (including those issuable pursuant to contingent stock agreements) that could potentially dilute basic earnings per share (EPS) or earnings per unit (EPU) in the future that were not included in the computation of diluted EPS or EPU because to do so would increase EPS or EPU amounts or decrease loss per share or unit amounts for the period presented. + References Reference 1:

Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481800/320-10-50-2>Reference 2: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2) + Details Name: us-gaap DebtSecuritiesAvailableForSaleUnrealizedGainLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesNo definition available. + Details Name: us-gaap_FairValueBalanceSheetGroupingFinancialStatementCaptionsLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionFair value portion of notes payable. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(22\)\) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 2: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(20\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 3: <http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2E -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2>Reference 4: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 5: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(19\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap_NotesPayableFairValueDisclosure Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of noncurrent assets classified as other. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(17\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(17)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap_OtherAssetsNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Details Name: us-gaap_FinancialInstrumentAxis=hubs_StrategicInvestmentsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DebtInstrumentAxis=hubs_ZeroPointThreeSevenFivePercentConvertibleSeniorNotesDueTwoThousandTwentyFiveMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FairValueByFairValueHierarchyLevelAxis=us-gaap_FairValueInputsLevel2Member Namespace Prefix: Data Type: na Balance Type: Period Type: XML 56 R48.htm IDEA: XBRL DOCUMENT v3.24.3 Fair Value of Financial Instruments - Summary of Composition of Short and Long Term Investments (Detail) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Schedule of Available-for-sale Securities [Line Items] A A Amortized Cost 1,690,440 1,325,046 Unrealized Gains 3,265 2,029 Unrealized Losses (154) (1,127) Aggregate Fair Value 1,693,551 1,325,948 Commercial Paper [Member] A A Schedule of Available-for-sale Securities [Line Items] A A Amortized Cost 10,516 11,513 Aggregate Fair Value 10,516 11,513 Corporate Bonds [Member] A A Schedule of Available-for-sale Securities [Line Items] A A Amortized Cost 274,178 237,662 Unrealized Gains 1,386 422 Unrealized Losses (79) (678) Aggregate Fair Value 275,485 237,406 U.S. Government Agency Securities [Member] A A Schedule of Available-for-sale Securities [Line Items] A A Amortized Cost 118,597 122,414 Unrealized Gains 586 520 Unrealized Losses (43) (176) Aggregate Fair Value 119,140 122,758 US Treasury Securities [Member] A A Schedule of Available-for-sale Securities [Line Items] A A Amortized Cost 1,287,149 953,457 Unrealized Gains 1,293 1,087 Unrealized Losses (32) (273) Aggregate Fair Value \$ 1,288,410 \$ 954,271 X - DefinitionAmount, before tax, of unrealized gain in accumulated other comprehensive income (AOCI) on investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2) + Details Name: us-gaap_AvailableForSaleDebtSecuritiesAccumulatedGrossUnrealizedGainBeforeTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, before tax, of unrealized loss in accumulated other comprehensive income (AOCI) on investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2) + Details Name: us-gaap_AvailableForSaleDebtSecuritiesAccumulatedGrossUnrealizedLossBeforeTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmortized cost of investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.7-03\(a\)\(1\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 3: <http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479130/326-30-45-1> + Details Name: us-gaap_AvailableForSaleDebtSecuritiesAmortizedCostBasis Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 103 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-103>Reference 2: <http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100>Reference 3: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(2\)\(i\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 4: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(2\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 5: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(aa\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (aa) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 8: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 9: [http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-03\(6\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(6)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1)Reference 10: <http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479130/326-30-45-1> + Details Name: us-gaap_AvailableForSaleSecuritiesDebtSecurities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 3: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(aa\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (aa) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 4: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(aaa\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (aaa) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 5: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 8: <http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3>Reference 9: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3)Reference 10: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3)Reference 11: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3)Reference 12: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3) + Details Name: us-gaap_ScheduleOfAvailableForSaleSecuritiesLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_FinancialInstrumentAxis=us-gaap_CommercialPaperNotIncludedWithCashAndCashEquivalentsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FinancialInstrumentAxis=us-gaap_CorporateBondSecuritiesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FinancialInstrumentAxis=us-gaap_USGovernmentAgenciesShortTermDebtSecuritiesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FinancialInstrumentAxis=hubs_USTreasurySecuritiesExcludingCashAndCashEquivalentsMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 57 R49.htm IDEA: XBRL DOCUMENT v3.24.3 Fair Value of Financial Instruments - Summary of Contractual Maturities of Short and Long Term Investments (Detail) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Fair Value Disclosures [Abstract] A A Amortized Cost Basis, Due within one year 1,526,159 1,000,447 Amortized Cost Basis, Due after 1 year through 2 years 164,281 324,599 Amortized Cost 1,690,440 1,325,046 Aggregate Fair Value, Due within one year 1,527,928 1,000,245 Aggregate Fair Value, Due after 1 year through 2 years 165,623 325,703 Aggregate Fair Value, Total 1,693,551 1,325,948 X - DefinitionAmortized cost of investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale). + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.7-03\(a\)\(1\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)Reference 3: <http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479130/326-30-45-1> + Details Name: us-gaap_AvailableForSaleDebtSecuritiesAmortizedCostBasis Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmortized cost of investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale), with single maturity date and allocated without single maturity date, maturing in second through fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-3) + Details Name: us-gaap_AvailableForSaleSecuritiesDebtMaturitiesAfterOneThroughFiveYearsAmortizedCost Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionFair value of investment in debt security measured at fair value with change in fair value recognized in other comprehensive income (available-for-sale), with single maturity date and allocated without single maturity date, maturing in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 103 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-103>Reference 2: <http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100>Reference 3: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(2\)\(i\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 4: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(2\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 5: [http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(aa\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (aa) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481800/320-10-50-2)

<https://asc.fasb.org/1943274/2147481800/320-10-50-2>Reference 8: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481830/320-10-45-1](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 320 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481830/320-10-45-1)Reference 9: [http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-03\(6\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(6)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1)Reference 10: <http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479130/326-30-45-1> & Details Name: us-gaap AvailableForSaleSecuritiesDebtSecurities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. & Details Name: us-gaap FairValueDisclosuresAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 58 R50.htm IDEA: XBRL DOCUMENT v3.24.3 Equity Method Investment - Additional Information (Detail) - USD (\$) \$ in Thousands 3 Months Ended 6 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Schedule Of Equity Method Investments [Line Items] Á Á Á Á Net Income (Loss) \$,8146 \$(3,577) \$(8,501) \$(148,523) \$(355) \$(152,100) X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. & ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6>Reference 2: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9>Reference 3: [http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(g\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1)Reference 4: [http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph \(g\)\(3\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2)Reference 5: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph \(SX 210.5-03\(20\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.4-08\(g\)\(1\)\(ii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI 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-SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8>Reference 14: [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11](http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11)Reference 15: [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11](http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11)Reference 16: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4>Reference 17: <http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-1>Reference 18: <http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7>Reference 19: [http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.7-04\(18\)\) -Publisher FASB -URI 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Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(iv\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1A)Reference 26: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1A)Reference 27: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(i\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B)Reference 28: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(iii\)\(A\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B)Reference 29: 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https://asc.fasb.org/1943274/2147480097/470-10-S99-1B)Reference 31: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B)Reference 32: [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60B](http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI 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[http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1B)Reference 37: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-04\(22\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1) & Details Name: us-gaap NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. & ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.4-08\(g\)\(1\)\(iii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(iii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3)Reference 3: [http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28](http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28)Reference 4: [http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(a\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3)Reference 5: [http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(a\)\(2\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3) & Details Name: us-gaap ScheduleOfEquityMethodInvestmentsLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 59 R51.htm IDEA: XBRL DOCUMENT v3.24.3 Restricted Cash - Summary of Reconciliation of Cash, Cash Equivalents and Restricted Cash (Detail) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Sep. 30, 2023 Cash and Cash Equivalents [Abstract] Á Á Cash and cash equivalents \$,410,060 \$ 387,987 \$ 535,545 Restricted cash, included in other assets \$ 4,053 \$ 4,053 \$ 3,153 Restricted Cash, Asset, Statement of Financial Position [Extensible List] Other assets Other assets Total cash, cash equivalents, and restricted cash \$ 414,113 \$ 392,040 \$ 538,698 X - ReferencesNo definition available. & Details Name: us-gaap CashAndCashEquivalentsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation. & ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(1\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 2: [http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.5-02\(1\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 3: <http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-8>Reference 4: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph \(SX 210.9-03\(1\)\(a\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(1)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1) & Details Name: us-gaap RestrictedCash Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionIndicates line item in statement of financial position that includes cash restricted to withdrawal or usage. & ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-8> & Details Name: us-gaap RestrictedCashAssetStatementOfFinancialPositionExtensibleList Namespace Prefix: us-gaap_ Data Type: enum2:enumerationSettlementType Balance Type: na Period Type: instant XML 60 R52.htm IDEA: XBRL DOCUMENT v3.24.3 Derivatives - Additional Information (Details) \$ in Millions Sep. 30, 2024 USD (\$) Derivative Instruments, Gain (Loss) [Line Items] Á Unrealized gain (losses) before tax on foreign currency contracts expected to be reclassified into revenue over next 12 months \$ 0.3 Cash Flow Hedges [Member] | Forward Contracts [Member] Á Derivative Instruments, Gain (Loss) [Line Items] Á Notional equivalent amount \$ 28.1 X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. & ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4E -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4E> & Details Name: us-gaap DerivativeInstrumentsGainLossLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionNominal or face amount used to calculate payment on derivative. & ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 815 -SubTopic](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1B)

used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4E -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4E> + Details Name: us-gaap_DerivativeInstrumentsGainLossLineItems Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionFair value, after the effects of master netting arrangements, of a financial liability or contract with one or more underlyings, notional amount or payment provision or both, and the contract can be net settled by means outside the contract or delivery of an asset. Includes liabilities not subject to a master netting arrangement and not elected to be offset. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4E -Publisher FASB -URI https://asc.fasb.org/194](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef-Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef-Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef-Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef-Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef-Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-3Reference 7: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 8: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 9: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 11: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 14: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 15: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 16: http://www.xbrl.org/2009/role/commonPracticeRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 17: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(9)(e)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 18: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5C -Subparagraph (SX 210.12-13(C)Column H(Footnote 7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5CReference 19: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(9)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(9)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5 -Subparagraph (SX 210.12-13(C)Column G(Footnote 8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5Reference 22: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5C -Subparagraph (SX 210.12-13(C)Column H)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5CReference 23: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5 -Subparagraph (SX 210.12-13(C)Column G)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5Reference 24: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5A -Subparagraph (SX 210.12-13A(C)Column E)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5AReference 25: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5B -Subparagraph (SX 210.12-13B(C)Column E)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5BReference 26: http://www.xbrl.org/2003/role/disclosureRef-Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5B -Subparagraph (SX 210.12-13B(C)Column E) (Footnote 4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5BReference 27: http://www.xbrl.org/2003/role/disclosureRef-Topic 210 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483466/210-20-50-3Reference 28: http://www.xbrl.org/2003/role/exampleRef-Topic 210 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483444/210-20-55-22Reference 29: http://www.xbrl.org/2003/role/disclosureRef-Topic 210 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483444/210-20-55-10Reference 30: http://www.xbrl.org/2003/role/disclosureRef-Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-10 + Details Name: us-gaap_DerivativeLiabilities Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_DerivativeInstrumentsGainLossByHedgingRelationshipAxis-us-gaap CashFlowHedgingMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 62 R54.htm IDEA: XBRL DOCUMENT v3.24.3 Derivatives - Schedule of Derivatives and the Impact on AOCI (Details) - USD ($) $ in Thousands 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Derivative Instruments, Gain (Loss) [Line Items] Å Á Beginning Balance, Amount $ 1,334,348 $ 994,678 Net losses recognized in other comprehensive income, net of tax (3,512) (3,512) Net losses reclassified from AOCl to earnings (310) Å Ending Balance, Amount 1,751,882 $ 1,199,384 Accumulated Gain (Loss), Net, Cash Flow Hedge, Parent [Member] | Designated as Hedging Instrument [Member] | Foreign Currency Forward Contracts [Member] Å Á Derivative Instruments, Gain (Loss) [Line Items] Å Á Net losses recognized in other comprehensive income, net of tax 1,245 Å Net losses reclassified from AOCl to earnings (310) Å Ending Balance, Amount $ 935 Å X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: <a href=)

goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 360 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7A -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A](http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A)Reference 3: [http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.7-03\(a\)\(8\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1](http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10)Reference 5: <http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 360 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478451/942-360-50-1> + Details Name: us-gaap_PropertyPlantAndEquipmentNet Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=hubs_ComputerEquipmentAndPurchasedSoftwareMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=hubs_EmployeeRelatedComputerEquipmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_FurnitureAndFixturesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_LeaseholdImprovementsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_SoftwareDevelopmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_ConstructionInProgressMember Namespace Prefix: Data Type: na Balance Type: Period Type: X Details Name: XBRL DOCUMENT v3.24.3 Property and Equipment, Net - Additional Information (Detail) - USD (\$) \$ in Millions 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Property, Plant and Equipment [Abstract] Å Å Å Depreciation and amortization \$ 7.8 \$ 7.7 \$ 21.9 \$ 21.8 X - DefinitionThe current period expense charged against earnings on long-lived, physical assets not used in production, and which are not intended for resale, to allocate or recognize the cost of such assets over their useful lives; or to record the reduction in book value of an intangible asset over the benefit period of such asset; or to reflect consumption during the period of an asset that is not used in production. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph \(b\) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28](http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28)Reference 2: [http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Topic 360 -SubTopic 10 -Section 50 -Paragraph 1 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1](http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Topic 360 -SubTopic 10 -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1) + Details Name: us-gaap_DepreciationAndAmortization Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_PropertyPlantAndEquipmentAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 66 R58.htm IDEA: XBRL DOCUMENT v3.24.3 Capitalized Software Development Costs - Summary of Capitalized Software Development Costs, Exclusive of those Recorded within Property and Equipment (Detail) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Capitalized Computer Software, Net [Abstract] Å Å Gross capitalized software development costs \$ 344,049 Å 257,052 Accumulated amortization (199,220) (150,823) Capitalized software development costs, net \$ 144,829 Å 106,229 X - DefinitionFor each balance sheet presented, the amount of accumulated amortization for capitalized computer software costs. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2)Reference 2: <http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-2> + Details Name: us-gaap_CapitalizedComputerSoftwareAccumulatedAmortization Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount before accumulated amortization of capitalized costs for computer software, including but not limited to, acquired and internally developed computer software. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(a\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2)Reference 2: <http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-2> + Details Name: us-gaap_CapitalizedComputerSoftwareGross Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionThe carrying amount of capitalized computer software costs net of accumulated amortization as of the balance sheet date. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-1) + Details Name: us-gaap_CapitalizedComputerSoftwareNet Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_CapitalizedComputerSoftwareNetAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 67 R59.htm IDEA: XBRL DOCUMENT v3.24.3 Capitalized Software Development Costs - Additional Information (Detail) - USD (\$) \$ in Millions 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Capitalized Computer Software, Net [Abstract] Å Å Å Amortization of software development costs, exclusive of costs recorded within property and equipment \$ 21.0 \$ 12.6 \$ 54.8 \$ 33.1 X - DefinitionAmount of expense for amortization of capitalized computer software costs. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-2>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(b\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-1) + Details Name: us-gaap_CapitalizedComputerSoftwareAmortization1 Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_CapitalizedComputerSoftwareNetAbstract Namespace Prefix: us-gaap_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 68 R60.htm IDEA: XBRL DOCUMENT v3.24.3 Convertible Senior Notes - Additional Information (Detail) - 0.375% Convertible Senior Notes Due 2025 [Member] 1 Months Ended 9 Months Ended Jun. 30, 2020 USD (\$) \$ / shares shares Sep. 30, 2024 d Nov. 01, 2024 USD (\$) Debt Instrument [Line Items] Å Å Å Principal amount of long term debt Å Å Å 0 Debt instrument, interest rate, stated percentage 0.375% Å Å Debt instrument, maturity date Å Jun. 01, 2025 Å Debt instrument, payment terms Å The interest rate is fixed at 0.375% per annum and is payable semi-annually in arrears on June 1 and December 1 of each year. Å Proceeds from issuance of notes \$ 450,100,000 Å Å Principal amount of each convertible note \$ 1,000 Å Å Debt instrument, conversion ratio 3.5396 Å Å Principal amount settlement, Description Å The 2025 Notes are classified as short-term debt and the Company expects to settle the principal amount of the 2025 Notes in cash. Å Debt instrument, convertible, threshold trading days | d Å 20 Å Debt instrument, convertible, threshold consecutive trading days | d Å 30 Å Debt instrument, conversion price per share | \$ / shares \$ 282.52 Å Å Capped Call Options [Member] Å Å Å Debt Instrument [Line Items] Å Å Å Cost of purchased capped call options \$ 50,600,000 Å Å Derivative, price risk option strike price | \$ / shares \$ 282.52 Å Å Derivative, cap price | \$ / shares \$ 426.44 Å Å Private Offering [Member] Å Å Å Debt Instrument [Line Items] Å Å Å Principal amount of long term debt \$ 400,000,000 Å Å Over-Allotment Options [Member] Å Å Å Debt Instrument [Line Items] Å Å Å Principal amount of long term debt \$ 60,000,000 Å Å Maximum [Member] Å Å Debt Instrument [Line Items] Å Å Å Percentage of closing price to trigger debt conversion Å 130.00% Å Maximum [Member] | Capped Call Options [Member] Å Å Debt Instrument [Line Items] Å Å Å Common stock shares covered under capped call transactions | shares 1,600,000 Å Å X - DefinitionCommon stock shares covered under capped call transactions. + ReferencesNo definition available. + Details Name: hubs_CommonStockSharesCoveredUnderCappedCallTransactions Namespace Prefix: hubs_Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionCost of purchased capped call options. + ReferencesNo definition available. + Details Name: hubs_CostOfPurchasedCappedCallOptions Namespace Prefix: hubs_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionDebt instrument convertible conversion ratio denominator. + ReferencesNo definition available. + Details Name: hubs_DebtInstrumentConvertibleConversionRatioDenominator Namespace Prefix: hubs_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionDerivative option, cap price. + ReferencesNo definition available. + Details Name: hubs_DerivativeOptionCapPrice Namespace Prefix: hubs_Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - DefinitionDerivative price risk options strike price. + ReferencesNo definition available. + Details Name: hubs_DerivativePriceRiskOptionsStrikePrice Namespace Prefix: hubs_Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - DefinitionDescription of principal amount settlement. + ReferencesNo definition available. + Details Name: hubs_DescriptionOfPrincipalAmountSettlement Namespace Prefix: hubs_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe price per share of the conversion feature embedded in the debt instrument. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 2: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-5](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-5) + Details Name: us-gaap_DebtInstrumentConvertibleConversionPrice1 Namespace Prefix: us-gaap_Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - DefinitionRatio applied to the conversion of debt instrument into equity with equity shares divided by debt principal amount. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.5-02\(22\)\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(22)(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 3: <http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 10 -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-3>Reference 4: <http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-7>Reference 5: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-6](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-6) + Details Name: us-gaap_DebtInstrumentConvertibleConversionRatio1 Namespace Prefix: us-gaap_Data Type: xbrli:pureItemType Balance Type: na Period Type: duration X - DefinitionThreshold period of specified consecutive trading days within which common stock price to conversion price of convertible debt instrument must exceed threshold percentage for specified number of trading days to trigger conversion feature. + ReferencesNo definition available. + Details Name: us-gaap_DebtInstrumentConvertibleThresholdConsecutiveTradingDays1 Namespace Prefix: us-gaap_Data Type: xbrli:integerItemType Balance Type: na Period Type: duration X - DefinitionMinimum percentage of common stock price to conversion price of convertible debt instruments to determine eligibility of conversion. + ReferencesNo definition available. + Details Name: us-gaap_DebtInstrumentConvertibleThresholdPercentageOfStockPriceTrigger Namespace Prefix: us-gaap_Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionThreshold number of specified trading days that common stock price to conversion price of convertible debt instruments must exceed threshold percentage within a specified consecutive trading period to trigger conversion feature. + ReferencesNo definition available. + Details Name: us-gaap_DebtInstrumentConvertibleThresholdTradingDays Namespace Prefix: us-gaap_Data Type: xbrli:integerItemType Balance Type: na Period Type: duration X - DefinitionFace (par) amount of debt instrument at time of issuance. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482949/835-30-55-8>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 3: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69B -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69B>Reference 4: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69C -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69C>Reference 5: <http://www.xbrl.org/2003/role/disclosureRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482900/835-30-50-1>Reference 6: <http://www.xbrl.org/2003/role/disclosureRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482925/835-30-45-2> + Details Name: us-gaap_DebtInstrumentFaceAmount Namespace Prefix: us-gaap_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionContractual interest rate for funds borrowed, under the debt agreement. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.5-02\(22\)\(a\)\(1\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(22)(a)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 3: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69B -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69B>Reference 4: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69C -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69C>Reference 5: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 6: [http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 7: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69E -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69E>Reference 8: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69F -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69F>Reference 9: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 10: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 11: [http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 12: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(e\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 13: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 14: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(g\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 15: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(h\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 16: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1D](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1D)

<https://asc.fasb.org/1943274/2147481139/470-20-50-1D>Reference 16: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1D](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1D)Reference 17: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1D](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1D)Reference 18: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1E -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1E](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1E -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1E)Reference 19: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1E -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1E](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1E -Subparagraph (c) -Publisher FASB -URI 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https://asc.fasb.org/1943274/2147481139/470-20-50-1I)Reference 26: <http://www.xbrl.org/2009/role/commonPracticeRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482925/835-30-45-2>Reference 27: <http://www.xbrl.org/2009/role/commonPracticeRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482900/835-30-50-1> + Details Name: us-gaap DebtInstrumentLineItems Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionDate when the debt instrument is scheduled to be fully repaid, in YYYY-MM-DD format. + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(2\)\(i\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 2: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph \(bbb\)\(2\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2)Reference 3: [http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.5-02\(22\)\(a\)\(2\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(22)(a)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1)Reference 4: [http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B) + Details Name: us-gaap DebtInstrumentMaturityDate Namespace Prefix: us-gaap Data Type: xbrli:dateItemType Balance Type: na Period Type: duration X - DefinitionDescription of the payment terms of the debt instrument (for example, whether periodic payments include principal and frequency of payments) and discussion about any contingencies associated with the payment. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.5-02\(22\)\(a\)\(3\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(22)(a)(3)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1)Reference 2: [http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 942 -SubTopic 470 -Section 50 -Paragraph 3 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477734/942-470-50-3](http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 942 -SubTopic 470 -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477734/942-470-50-3) + Details Name: us-gaap DebtInstrumentPaymentTerms Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe cash inflow from a debt initially having maturity due after one year or beyond the operating cycle, if longer. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph \(SX 210.6-03\(i\)\(1\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479886/946-10-599-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph (SX 210.6-03(i)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479886/946-10-599-3)Reference 2: [http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 14 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-14](http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 14 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-14) + Details Name: us-gaap ProceedsFromIssuanceOfLongTermDebt Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - Details Name: us-gaap DebtInstrumentAxis=hubs ZeroPointThreeSevenFivePercentConvertibleSeniorNotesDueTwoThousandTwentyFiveMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap DerivativeInstrumentRiskAxis=hubs CappedCallOptionsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap SubsidiarySaleOfStockAxis=us-gaap PrivatePlacementMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap SubsidiarySaleOfStockAxis=us-gaap OverAllotmentOptionMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt RangeAxis=srt MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 69 R61.htm IDEA: XBRL DOCUMENT v3.24.3 Convertible Senior Notes - Schedule of Net Carrying Amount of Liability Component (Detail) - 0.375%Convertible Senior Notes Due 2025 as Liability Component [Member] - USD (\$) in Thousands Sep. 30, 2024 Dec. 31, 2023 Debt Instrument [Line Items] A A Principal \$ 459,049 \$ 459,076 Unamortized issuance costs (1,375) (2,870) Net carrying amount \$ 457,674 \$ 456,206 X - DefinitionCarrying value as of the balance sheet date of long-term debt (with maturities initially due after one year or beyond the operating cycle if longer) identified as Convertible Notes Payable, excluding current portion. Convertible Notes Payable is a written promise to pay a note which can be exchanged for a specified amount of another, related security, at the option of the issuer and the holder. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.5-02\(22\)\) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1](http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1) + Details Name: us-gaap ConvertibleLongTermNotesPayable Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionFace (par) amount of debt instrument at time of issuance. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482949/835-30-55-8>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 3: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69B -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69B>Reference 4: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69C -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69C>Reference 5: <http://www.xbrl.org/2003/role/disclosureRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482900/835-30-50-1>Reference 6: <http://www.xbrl.org/2003/role/disclosureRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482925/835-30-45-2> + Details Name: us-gaap DebtInstrumentFaceAmount Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482949/835-30-55-8>Reference 2: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.4-08\(f\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-599-1](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.4-08(f)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-599-1)Reference 3: [http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph \(SX 210.12-04\(a\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-599-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph (SX 210.12-04(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-599-3)Reference 4: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1B)Reference 5: <http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69B -Publisher FASB -URI 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https://asc.fasb.org/1943274/2147481139/470-20-50-1E](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1E -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1E)Reference 20: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F)Reference 21: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph \(b\)\(1\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F)Reference 22: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph \(b\)\(2\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F)Reference 23: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1I -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1I](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1I -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1I)Reference 24: <http://www.xbrl.org/2009/role/commonPracticeRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482900/835-30-50-1> + Details Name: us-gaap DebtInstrumentLineItems Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe remaining balance of debt issuance expenses that were capitalized and are being amortized against income over the lives of the respective bond issues. This does not include the amounts capitalized as part of the cost of the utility plant or asset. + ReferencesNo definition available. + Details Name: us-gaap UnamortizedDebtIssuanceExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Details Name: us-gaap DebtInstrumentAxis=hubs ZeroPointThreeSevenFivePercentConvertibleSeniorNotesDueTwoThousandTwentyFiveAsLiabilityComponentMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 70 R62.htm IDEA: XBRL DOCUMENT v3.24.3 Convertible Senior Notes - Schedule of Interest Expense (Detail) - 0.375%Convertible Senior Notes Due 2025 [Member] - USD (\$) in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Debt Instrument [Line Items] A A A Contractual interest expense \$ 430 \$ 431 \$ 1,291 \$ 1,291 Amortization of issuance costs 499 497 1,501 1,477 Total interest expense \$ 929 \$ 928 \$ 2,792 \$ 2,768 X - DefinitionAmount of amortization expense attributable to debt issuance costs. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 2 -Subparagraph \(SX 210.5-03\(8\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-599-2](http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 2 -Subparagraph (SX 210.5-03(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-599-2)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph \(b\)\(2\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F)Reference 3: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28)

https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 11: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1E -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1E -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 26: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482925/835-30-45-2Reference 27: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482900/835-30-50-1 + Details Name: us-gaap DebtInstrumentLineItems Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of the cost of borrowed funds accounted for as interest expense for debt. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69E -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69EReference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69F -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69FReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1BReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-6 + Details Name: us-gaap InterestExpenseDebt Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionRepresents the portion of interest incurred in the period on debt arrangements that was charged against earnings, excluding amortization of debt discount (premium) and financing costs. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69E -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69EReference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69F -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69FReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1F + Details Name: us-gaap InterestExpenseDebtExcludingAmortization Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - Details Name: us-gaap DebtInstrumentAxis=hubs ZeroPointThreeSevenFivePercentConvertibleSeniorNotesDueTwoThousandTwentyFiveMember Namespace Prefix: Data Type: na Balance Type: Period Type: duration X ML 71 R63.htm IDEA: XBRL DOCUMENT v3.24.3 Leases - Additional Information (Details) \$ in Millions 9 Months Ended Sep. 30, 2024 USD (\$) Leases [Abstract] A Reduction in right-of-use assets \$ 6.9 Increase in operating lease liabilities \$ 0.9 X - DefinitionIncrease (decrease) in operating lease right-of-use assets. + ReferencesNo definition available. + Details Name: hubs IncreaseDecreaseInOperatingLeaseRightOfUseAssets Namespace Prefix: hubs Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of increase (decrease) in obligation for operating lease. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69E -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap IncreaseDecreaseInOperatingLeaseLiability Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap LeasesAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 72 R64.htm IDEA: XBRL DOCUMENT v3.24.3 Leases - Schedule of Operating Lease Expense and Cash Payments related to Operating Lease Liabilities (Details) - USD (\$) \$ in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Leases [Abstract] A A A Operating lease expense \$ 9,838 \$ 10,230 \$ 29,577 \$ 33,139 Cash payments \$ 12,577 \$ 14,701 \$ 42,002 \$ 45,827 X - ReferencesNo definition available. + Details Name: us-gaap LeasesAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of operating lease expense. Excludes sublease income. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 4 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-4 + Details Name: us-gaap OperatingLeaseExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of cash outflow from operating lease, excluding payments to bring another asset to condition and location necessary for its intended use. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-5Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap OperatingLeasePayments Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration XML 73 R65.htm IDEA: XBRL DOCUMENT v3.24.3 Leases - Schedule of Operating Sublease Income Generated under Operating Lease Agreements (Detail) - USD (\$) \$ in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep.

obligations, long-term purchase commitment, and short-term purchase commitment. + ReferencesNo definition available. + Details Name: us-gaap_PurchaseObligationFutureMinimumPaymentsRemainderOffiscalYear Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_TypeOfArrangementAxis=hubs VendorCommitmentsMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 77 R69.htm IDEA: XBRL DOCUMENT v3.24.3 Business Acquisition - Additional Information (Detail) - USD (\$) \$ in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Business Acquisition [Line Items] A A A Income tax benefit \$ 2,502 \$ (1,412) \$ 16,040 \$ 9,575 X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1:

[http://www.xbrl.org/2009/role/commonPracticeRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(ii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(iii\)\(A\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(iv\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(i\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(iii\)\(A\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 29](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 29): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(iii\)\(B\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 30](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 30): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(iv\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 31](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 31): [http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 32](http://www.xbrl.org/2003/role/disclosureRef-Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 32): [http://www.xbrl.org/2003/role/disclosureRef-Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 33](http://www.xbrl.org/2003/role/disclosureRef-Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 33): <http://www.xbrl.org/2003/role/disclosureRef-Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 34>: <http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 35>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 36](http://www.xbrl.org/2003/role/disclosureRef-Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 36): [http://www.xbrl.org/2003/role/disclosureRef-Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 37](http://www.xbrl.org/2003/role/disclosureRef-Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 37):

compensation expense \$ 130,266 \$ 107,506 \$ 370,382 \$ 318,545 Options [Member] A A A Share-based Compensation Arrangement by Share-based Payment Award, Compensation Cost [Line Items] A A A Total stock-based compensation expense 1,917 2,958 6,309 8,798 RSUs [Member] A A A Share-based Compensation Arrangement by Share-based Payment Award, Compensation Cost [Line Items] A A A Total stock-based compensation expense 117,895 96,638 334,637 287,575 PSUs [Member] A A A Share-based Compensation Arrangement by Share-based Payment Award, Compensation Cost [Line Items] A A A Total stock-based compensation expense 6,356 3,866 17,524 9,882 ESPP [Member] A A A Share-based Compensation Arrangement by Share-based Payment Award, Compensation Cost [Line Items] A A A Total stock-based compensation expense \$ 4,098 \$ 4,044 \$ 11,912 \$ 12,290 X - DefinitionAmount of expense for award under share-based payment arrangement. Excludes amount capitalized. + ReferencesReference 1:

long lived assets 227,600 235,141 Europe [Member] A Segment Reporting Information [Line Items] A Total long lived assets \$ 5,218 & 7,085 Outside Of Americas [Member] | Assets Total [Member] | Geographic Concentration Risk [Member] A A Segment Reporting Information [Line Items] A Percentage of long lived assets held outside of the Americas 32.00% 34.00% X - DefinitionRight of use asset and property plant and equipment net. + ReferencesNo definition available. + Details Name: hubs RightOfUseAssetAndPropertyPlantAndEquipmentNet Namespace Prefix: hubs. Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionFor an entity that discloses a concentration risk in relation to quantitative amount, which serves as the "benchmark" (or denominator) in the equation, this concept represents the concentration percentage derived from the division. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-42>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 825 -SubTopic 10 -Section 50 -Paragraph 21 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-21>Reference 3: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 825 -SubTopic 10 -Section 50 -Paragraph 20 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-20>Reference 4: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 18 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482861/275-10-50-18>Reference 5: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 20 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482861/275-10-50-20> + Details Name: us-gaap_ConcentrationRiskPercentage1 Namespace Prefix: us-gaap. Data Type: dtr-types:percentItem Type Balance Type: na Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesNo definition available. + Details Name: us-gaap_SegmentReportingInformationLineItems Namespace Prefix: us-gaap. Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Details Name: srt_StatementGeographicalAxis=srt_AmericasMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=srt_EuropeMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=hubs_OutsideOfAmericasMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_ConcentrationRiskByTypeAxis=us-gaap_GeographicConcentrationRiskMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 87 R79.htm IDEA: XBRL DOCUMENT v3.24.3 Restructuring Plan - Additional Information (Details) - USD (\$) 3 Months Ended 9 Months Ended Jan. 25, 2023 Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Restructuring Costs [Line Items] A A A A Employee reduction percentage 7.00% A A A Liabilities accrued \$ 0 A \$ 0 A Restructuring charges A \$ 987,000 \$ 846,000 2,847,000 \$ 93,296,000 Reduction in right-of use assets A A A 6,900,000 A Increase in operating lease liabilities A A A \$ 900,000 A Severance, Employee Related Benefits And Other Costs [Member] A A A A Restructuring Costs [Line Items] A A A A Restructuring charges A A A 26,900,000 Stock-Based Compensation Expense [Member] A A A A Restructuring Costs [Line Items] A A A A Restructuring charges A A A 1,000,000 Facilities [Member] A A A A Restructuring Costs [Line Items] A A A A Restructuring charges A A A 66,400,000 Global Office Spaces Leases [Member] A A A A Restructuring Costs [Line Items] A A A A Reduction in right-of use assets A A A 44,600,000 Increase in operating lease liabilities A A A A \$ 6,300,000 X - DefinitionEmployee reduction percentage. + ReferencesNo definition available. + Details Name: hubs_EmployeeReductionPercentage Namespace Prefix: hubs. Data Type: dtr-types:percentItem Type Balance Type: na Period Type: duration X - DefinitionIncrease (decrease) in operating lease right-of-use assets. + ReferencesNo definition available. + Details Name: hubs_IncreaseDecreaseInOperatingLeaseRightOfUseAssets Namespace Prefix: hubs. Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - DefinitionRestructuring Costs. + ReferencesNo definition available. + Details Name: hubs_RestructuringCostsLineItems Namespace Prefix: hubs. Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionCarrying value as of the balance sheet date of obligations incurred and payable, pertaining to costs that are statutory in nature, are incurred on contractual obligations, or accumulate over time and for which invoices have not yet been received or will not be rendered. Examples include taxes, interest, rent and utilities. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(15)(5)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478546/942-210-S99-1> + Details Name: us-gaap_AccruedLiabilitiesCurrentAndNoncurrent Namespace Prefix: us-gaap. Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionAmount of increase (decrease) in obligation for operating lease. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482740/230-10-45-28>Reference 2: <http://www.xbrl.org/2009/role/commonPracticeRef> -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -SubTopic 20 -Topic 842 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478964/842-20-50-4> + Details Name: us-gaap_IncreaseDecreaseInOperatingLeaseLiability Namespace Prefix: us-gaap. Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionAmount of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to a discontinued operation or an asset retirement obligation. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482740/230-10-45-28>Reference 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 5.P.4.b.1) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479823/420-10-S99-2>Reference 3: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482047/420-10-45-3>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 5.P.3) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479823/420-10-S99-1> + Details Name: us-gaap_RestructuringCharges Namespace Prefix: us-gaap. Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - Details Name: us-gaap_RestructuringCostAndReserveAxis=hubs_SeveranceEmployeeRelatedBenefitsAndOtherCostsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_RestructuringCostAndReserveAxis=hubs_StockBasedCompensationExpenseMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_RestructuringCostAndReserveAxis=hubs_FacilitiesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_RestructuringCostAndReserveAxis=hubs_GlobalOfficeSpacesLeasesMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 88 R80.htm IDEA: XBRL DOCUMENT v3.24.3 Subsequent Event - Additional Information (Details) - Subsequent Event [Member] - Cacheflow Inc. [Member] \$ in Millions Oct. 11, 2024 USD (\$) Subsequent Event [Line Items] A Business acquisition, date of agreement Oct. 30, 2024 Cash consideration subject to customary post-closing adjustments and conditions \$ 65.0 X - DefinitionDate when the business acquisition agreement was executed, in YYYY-MM-DD format. + ReferencesNo definition available. + Details Name: us-gaap_BusinessAcquisitionDateOfAcquisitionAgreement1 Namespace Prefix: us-gaap. Data Type: xbrli:dateItem Type Balance Type: na Period Type: duration X - DefinitionPurchase price of expected business acquisition prior to consideration being transferred. Excludes asset acquisition. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef> -Name Accounting Standards Codification -Section 15 -Paragraph 3 -SubTopic 10 -Topic 805 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479455/805-10-15-3> + Details Name: us-gaap_BusinessCombinationPriceOfAcquisitionExpected Namespace Prefix: us-gaap. Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - DefinitionDetail information of subsequent event by type. User is expected to use existing line items from elsewhere in the taxonomy as the primary line items for this disclosure, which is further associated with dimension and member elements pertaining to a subsequent event. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481674/830-30-50-2>Reference 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 855 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483399/855-10-50-2> + Details Name: us-gaap_SubsequentEventLineItems Namespace Prefix: us-gaap. Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Details Name: us-gaap_SubsequentEventTypeAxis=us-gaap_SubsequentEventMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BusinessAcquisitionAxis=hubs_CacheFlowInMember Namespace Prefix: Data Type: na Balance Type: Period Type: EXCEL 89 Financial Report.xlsx IDEA: XBRL DOCUMENT begin 644 Financial Report.xlsx M45L#110 ("F#9E9D'04UB<0 + \$ 0 9%J'C4')O<'.O87P+GAM M;SV/L0',11\$ 'UQO;=IP4B0JL2+L+ (>QLOD&1#LD)^OCG|CVX>;QA&WPIG M*N*!#BV&5(C(II/ I47BK9.7=-N')=HI6-Y #OGDK7A.YNJQ<&4GPZ4A!OW J=0U|R;UEA 6#MI7E!+ P04 M' I@V998-*T\ K @ \$0 &1O8UIR;WIS+V.O&HLS+9! M3L.P#(9?!)>.NF@A27C+91.GD)H8!(6)=X6K4FCQ<C=VJ.6K1.'1? 8~' G VSYQ;=\$27J\$KZD+FB(BA EN)&W(TL0U.GK'9K<+W.Y9@8(W?);.I?H8+1&U. M~0U10<5Z#11)6DX8H.2%#61CC30)>ZC|K=K=FPA> &F&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. 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Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1W>AO|I02P.\$ @ *8-F69E&ULJ\$|<JHX%[OKJ]9J 9M'8V@;:TSW I=MTNTF83M M3A~<#5B;:EDDB1 OTV23J. Q|LZ2O.14?GQ<AY' XN8NB&B)3R M+>+J06N[J]3+ MUES@6QHO|J|JM-O=5H1!>#8S1V1!>#5XL\$#05%;U@<M.J;#R9U2.9! M\$U@<J|KF(M+Y;J.V7MX<9~> IATR@6XP&U@<Y?YOI'1.6HCAS;+5P&IG/U9K MQ|22('R7V4);J|3%O@R#3LZG5C=GSVQ.V7C.K;#1M&N&C7@<XML02 MBW A45M+5S TR M6'IVULS2?>#?IUEIK9;@=05SP6.XYB1'>QL4&UFG2&98T1G=D 4. #?> MT4Q0? *|MIHK@P1+27)6RSRFL4H(FBLJ)J>(<?7K.YHJ M5Z%82=j\$^!|K&N'<<9ST6ES|Z5&T79S0-RCEU@5 9<8WSJ2'-2S'UGB5F&M M&G#P<+S0+&E L&08:7'82J3E~34@3 BNEVOZKR2.FJW"\$2M"/F(9 M-AIRM1:MG&IA&!:SL1>\$[2M]!6-PUDSY@R.S-D77 UI.\$>9)>T(^8LZ+ MD!& 'H8X2IKMHG%8!V>7L)-P>B"RV;|N'Z&U3-L+ (IWIJ072N0)/< Z3T MIZ..60FJA|9GJZ|>#ZH'C'P!2&Y|C|E>G@*Y;O@N'<GL| J1:~*K<^+ M.7N?<^>E[|GT;2MSAD6R4R3393>* M\$YI~&V|U4 5*E=? |C|DHNQ|U. FOH70^+ , Y% GM,T+J.T.WF&J M'2&YD &#>G&F\$R>20 MJ. Q?X=87)DD-VZMNG<'S=-S;MQ|P|OST~N\N;N')M|AT,C'K<RDW2.W;:7R6<K57;WRK9%3] M"B(+7NTK(ZD'R'F-R'>0>W\$:=70W MCXVO@|J1

[illegible]

M/KIXP,JO4["^SG,B?'.C '#:YZYMI9(D&L)~R2T1DIJ5/JT, 98I(L MEBD~G^G^"-+Y+S)JHQ>XN-JJN23LI2;LM8+I+9>YIM6,Z2^73TY""^:K\$&W"!& MIHM1,IJD8+N(EK M^")@FR?>Q2S;.4U6RQ4VA>6%;3YA,Z2V72P+9DD16"5\$3BO;+B>3*E@-R-Y ML4HED<=<@|@G^<=80E<4J/KD|P6#3FTT~P-TJ2|.1J.IN~B(YMW?>^/JL MJ_OJXXG26KJ5_2]@|_CV< 73:-M|MGHVHVO3@|9D?"83I.J|/ W+ MZ/F13%;3^UBO+L^M^T1+R_ :|62R2;|GWSJQ(ITMX|F#S=R>T>N9WQS@~^J2S59(N5<@~[H-ELN?P_ M#>DVX&T7@T~N^V;=] <L,Y,I~WTO'KCS>W~GVN7~X3PSNHO#&@|; MGV6\$N3T~^@|>QRJWVNO=1*M=61|BN#|~|TZN2|PFB53|YG+J^YKB^~^;T7VC2> MAF~N1(%)2469@J4|_0) 05ZB(-YRK5BCRI\$J|A@~^%I@-|[-|>0"<6@L\$2BYJ M3&JLIV^ON(K;AOS+2[H=0?65)=5)JT*;WGS3T@+@6@YN=FSC"A(5">ZZ>N\$& M1|HL50E00HR1*,4^NW^2\$+W\$M^7TJ^ O@_N_YX^? P|O|)%3)-E0CB;TOE!\$T^CR=88<8|R|~; PCYAM^C0?WKN^E M_1P&F4,I4:JVP~E"/DB?^1DH|HB#;40;5P|0<6/73V?2J2MCKN_V132Q M^N^3;S&KJOW^5^6.1P1,|TXTS+ZBE,~& R|P|G|;T00F~CJ@EJN.CDQ?T8 MLFUAU@W62BTM;(H6;..>|CWA9+SWKN;X|E=|B_-22RGX~XJ|K~|_I/AZLO MA_1IWOECJ+MP>_NN^<N^"I6ZEM33^>3^U2V1?>0?I?>P&AF~^1&AW>4L M79;H=2+W4\$K&^R1^2^<CL+R&JG\$ 4.0M\$KQ_||~#DE9J MCF2FY_UV^ 0:3C08?XOB5&DN=SDI@#RL^9YO;M6BFFI92#0|1QPI~W6J_~M_I2*A IR=JYVJ8~(BS+>OV.KD7T|7=M^|LSHG|F. KGPSN&I#2~^&9<* M78_#@/7M@KJ|D2|~WU\$K~66KBQ?2B0J|UJ|;IQ(XH|ST1I,M3ZFA<0U7<#10LSCEM@/>V^M^%#-00W7Z(A&%CUZ?FZ&_51Q7?7)|65N^,2 MK.6_#MHJ|VY=1KB<=5.[-QVP/E|J|0=>GYLA&GV4U6A~)%%U3&.O/S_B_W M|I,C=K+N|LOE@Y^FMJ|MY+I5SOKL~>3MD66|~;HET;5>=>XVY~N_1 MM^6Y7?#M_9W3_Y|7<=>=>?<7E|U;S@~+8Y2Q;%%RU>?J? F^Y^M|@|O?<=< M^I;+*==>+U^3|A@X|S?P\$T4~9\$YJ_1~#80%44@?#&X&@|Y_ MCV?|1QD0&5OWJVPZ7T~|/7_?T+WM?AARX7/V|2_ WORKY@6N4+W|3+|U~%|@ MG-3^EQK~P~K_3|BKX2\$T^W<~>0:30OP_49AS@L~%\$W&U4Q;+N,V~W~|PBU^M^M44|~F~F3&3C13|N@,PGB;|LHN|?E:XL=251) M_L|TJZW@M|R8YU6(F=Z8233PJHG=U MS=676ZKD@XQ|I#P+>ELON3Q~SE6UB|?E|5#B;#D^44.CA6R@L~W<6?%; M^V,C_X-?I..S|U8\$3Q|L&|I|O|>?L^L|B-9>#X|PQW466&^>7V7-Z1Y<6=M_I.P7V~|V#&6==>P)ZM? 16^*N9=ZI(-WU7F2>Y_A#Z>V+ELM+NE^P|VSCQ M2+|31M8|&74HNG~^4N?AP\$@J2| @AXO_-V=(Z?R>V|X8J;DGBAKC6QVX\$)U M_:I0G&EN4E5^X52#_+|I4ECV+ B+|ZEJ^G(0P0^532Y^L3?>CKV<2@>JVL_ R706 MVXXUN_~"D0~R_:4FY|H~BE^|I4>908?F;?FXOK;_?Y|-Y2D^W8>|AWM^@ MGL%;?;5F_K?O>S_VJ~WF)2K+H=OQXVY+XQH\$1-[K| +S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6|+&K76N1_OLX|86G^>P9\$F-ZF M T_1TVGDCWYO-KI6R8T|Z|N>H|LMXF0,6|R,6,4;(>504^Z51?>13X9W,M^8UCLX_!#^U|98W^X^YR|8H\$|PS_*#EE*9)|\$&-S\$L|S\$Z~R^L2TV@ M^#QD|O^B^>V^>L^>? L_5S|@/_3SF3@>\$XS6T,2(P#7(H#RGS_4ONP^*,L MR4X0J^Q.T_20^>\$X2/H>"H)^QNM@)+4L\$&H?XXB3VBNL=-S&R=1?>6AI/KAAB>|U4-8 OV^D M(->)=7| 2|~I|E!+ P04_ "I@V99I2BTR^%#_10^0 <^AL+V=W=O M|0;1P<2^M^SWU~94Y&HLPV63|JDA8^*K^OJF;+M6H>Z4LARIU3R,(FBD|J4D>G\$W7J95W G|V7N4~4|~|6+5^M|LO_>=2+>""DFIF+P.CUA?@> M^>S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6|+&K76N1_OLX|86G^>P9\$F-ZF M T_1TVGDCWYO-KI6R8T|Z|N>H|LMXF0,6|R,6,4;(>504^Z51?>13X9W,M^8UCLX_!#^U|98W^X^YR|8H\$|PS_*#EE*9)|\$&-S\$L|S\$Z~R^L2TV@ M^#QD|O^B^>V^>L^>? L_5S|@/_3SF3@>\$XS6T,2(P#7(H#RGS_4ONP^*,L MR4X0J^Q.T_20^>\$X2/H>"H)^QNM@)+4L\$&H?XXB3VBNL=-S&R=1?>6AI/KAAB>|U4-8 OV^D M(->)=7| 2|~I|E!+ P04_ "I@V99I2BTR^%#_10^0 <^AL+V=W=O M|0;1P<2^M^SWU~94Y&HLPV63|JDA8^*K^OJF;+M6H>Z4LARIU3R,(FBD|J4D>G\$W7J95W G|V7N4~4|~|6+5^M|LO_>=2+>""DFIF+P.CUA?@> M^>S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6|+&K76N1_OLX|86G^>P9\$F-ZF M T_1TVGDCWYO-KI6R8T|Z|N>H|LMXF0,6|R,6,4;(>504^Z51?>13X9W,M^8UCLX_!#^U|98W^X^YR|8H\$|PS_*#EE*9)|\$&-S\$L|S\$Z~R^L2TV@ M^#QD|O^B^>V^>L^>? 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L_5S|@/_3SF3@>\$XS6T,2(P#7(H#RGS_4ONP^*,L MR4X0J^Q.T_20^>\$X2/H>"H)^QNM@)+4L\$&H?XXB3VBNL=-S&R=1?>6AI/KAAB>|U4-8 OV^D M(->)=7| 2|~I|E!+ P04_ "I@V99I2BTR^%#_10^0 <^AL+V=W=O M|0;1P<2^M^SWU~94Y&HLPV63|JDA8^*K^OJF;+M6H>Z4LARIU3R,(FBD|J4D>G\$W7J95W G|V7N4~4|~|6+5^M|LO_>=2+>""DFIF+P.CUA?@> M^>S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6|+&K76N1_OLX|86G^>P9\$F-ZF M T_1TVGDCWYO-KI6R8T|Z|N>H|LMXF0,6|R,6,4;(>504^Z51?>13X9W,M^8UCLX_!#^U|98W^X^YR|8H\$|PS_*#EE*9)|\$&-S\$L|S\$Z~R^L2TV@ M^#QD|O^B^>V^>L^>? 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L_5S|@/_3SF3@>\$XS6T,2(P#7(H#RGS_4ONP^*,L MR4X0J^Q.T_20^>\$X2/H>"H)^QNM@)+4L\$&H?XXB3VBNL=-S&R=1?>6AI/KAAB>|U4-8 OV^D M(->)=7| 2|~I|E!+ P04_ "I@V99I2BTR^%#_10^0 <^AL+V=W=O M|0;1P<2^M^SWU~94Y&HLPV63|JDA8^*K^OJF;+M6H>Z4LARIU3R,(FBD|J4D>G\$W7J95W G|V7N4~4|~|6+5^M|LO_>=2+>""DFIF+P.CUA?@> M^>S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6|+&K76N1_OLX|86G^>P9\$F-ZF M T_1TVGDCWYO-KI6R8T|Z|N>H|LMXF0,6|R,6,4;(>504^Z51?>13X9W,M^8UCLX_!#^U|98W^X^YR|8H\$|PS_*#EE*9)|\$&-S\$L|S\$Z~R^L2TV@ M^#QD|O^B^>V^>L^>? L_5S|@/_3SF3@>\$XS6T,2(P#7(H#RGS_4ONP^*,L MR4X0J^Q.T_20^>\$X2/H>"H)^QNM@)+4L\$&H?XXB3VBNL=-S&R=1?>6AI/KAAB>|U4-8 OV^D M(->)=7| 2|~I|E!+ P04_ "I@V99I2BTR^%#_10^0 <^AL+V=W=O M|0;1P<2^M^SWU~94Y&HLPV63|JDA8^*K^OJF;+M6H>Z4LARIU3R,(FBD|J4D>G\$W7J95W G|V7N4~4|~|6+5^M|LO_>=2+>""DFIF+P.CUA?@> M^>S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6|+&K76N1_OLX|86G^>P9\$F-ZF M T_1TVGDCWYO-KI6R8T|Z|N>H|LMXF0,6|R,6,4;(>504^Z51?>13X9W,M^8UCLX_!#^U|98W^X^YR|8H\$|PS_*#EE*9)|\$&-S\$L|S\$Z~R^L2TV@ M^#QD|O^B^>V^>L^>? L_5S|@/_3SF3@>\$XS6T,2(P#7(H#RGS_4ONP^*,L MR4X0J^Q.T_20^>\$X2/H>"H)^QNM@)+4L\$&H?XXB3VBNL=-S&R=1?>6AI/KAAB>|U4-8 OV^D M(->)=7| 2|~I|E!+ P04_ "I@V99I2BTR^%#_10^0 <^AL+V=W=O M|0;1P<2^M^SWU~94Y&HLPV63|JDA8^*K^OJF;+M6H>Z4LARIU3R,(FBD|J4D>G\$W7J95W G|V7N4~4|~|6+5^M|LO_>=2+>""DFIF+P.CUA?@> M^>S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6|+&K76N1_OLX|86G^>P9\$F-ZF M T_1TVGDCWYO-KI6R8T|Z|N>H|LMXF0,6|R,6,4;(>504^Z51?>13X9W,M^8UCLX_!#^U|98W^X^YR|8H\$|PS_*#EE*9)|\$&-S\$L|S\$Z~R^L2TV@ M^#QD|O^B^>V^>L^>? L_5S|@/_3SF3@>\$XS6T,2(P#7(H#RGS_4ONP^*,L MR4X0J^Q.T_20^>\$X2/H>"H)^QNM@)+4L\$&H?XXB3VBNL=-S&R=1?>6AI/KAAB>|U4-8 OV^D M(->)=7| 2|~I|E!+ P04_ "I@V99I2BTR^%#_10^0 <^AL+V=W=O M|0;1P<2^M^SWU~94Y&HLPV63|JDA8^*K^OJF;+M6H>Z4LARIU3R,(FBD|J4D>G\$W7J95W G|V7N4~4|~|6+5^M|LO_>=2+>""DFIF+P.CUA?@> M^>S~|@R_OB|_5H M^_);P7-QO.WIKN3^G-A)##SE\$|[R?>?^1WLN2^RM5_PB^ H4RH UTP-TLZ M:P6PK^AD>@S14,Z2\$;|O|Q@VO<2>14H124E8R7V|T96>1@1XH&N@~(M1G)-?;SD25>0=>S\$1U,4R^?OI1>2>X?<0+>O9|W^NTA|P\$D|ZDU>=|5C;_?|2T|>?3P+U^|1|4_O2F6+=HL<_>JVTM^D2T|T%3_>=H4|N(DO^ M^;|6

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!@#%&*~!7Q>+!>MW>KM'DJ=>IVG;%'>=I'EHM'P#K/JXK,N5N=>0,YM')>:8;IEKJNB;Z3-U0990!?'M'MC[L]M@E.R6JH=>=7 M('.*RB7>=>XPO>=>YPLV;EF-
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1.8';>P2;1;SDS'>MM 3%QCVL(FST\$;COTTI5>.>1\$!>./ZK 9B);E:FA5E8'>87%;GLU.AZ1&=>T M2-UG'0>C[516:~>[V]0+VW75LZJ(1(54?>128PE2EIG?+X'T4HP>RY14'4(
MJA(F).T2C=>2>Q \$SR2250EFAODQ9%>AI(HN3P6'T(C C6KZ3XW4IF/U6;; M_5H)0,LPG3N=>+8#H=A- NO;L8%< 52')>SN.BZ.;A'7F2E3U,MJ3(2C'MDK7XA#=>'>LU'),JJA 60P
OAF,LEI#>=>CV=">RSSGD25>6'>L.7%;>GUSR M3&TE'36+(>X)O!F(&DGR'K&ECP'.PBL K'461C,04.=>41)0DZ'>=>=>MD F16R/JPTN5'7TGMMPM>0U(I(STE75)?
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1QW5>+T1/@>C M"\$#P%>L'I'YF'H,N_10+Q98LQX'(QR)=2B(U=1.L;LQ MIDVCU@>I- 'OC'=>2'>F\$E IE37 H=>H=>+9 V,72LJ56=5RRX'PJ J5'42*+&%(//HE9I8>=>S!<'>
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M;I2I1= RW'Z2'>P'R'>AXWQ&Q CVXU, ('+M)JXF#JJP)YBKA'J'1'>L%JH+T;1 MXU=O'>?>Q15-EU C'>R[Q6G&SPYV6E0G3U#>=>L5X-MMY=>3?N%>KJE,WIB>P
M;JYKPKQ(K 4H>=>Q'>V+6&ACBG;J\$KJM2'1'QOT\$OM/9(G#J>)>RJA;[4NB;R'>0'>M'>Q'>8K&W>B&E\$=>@>QX?>7<U!>X'D7'>0'>Y'>Y'>MGUUQ>>J-S'>O'>H3J79F-
!G;8>STW8M.3M="56A=E8T4'>N'Q'7YQF\$1'2S';%>1, M8J=>FPY5'%>U9C'>+>1.Y+>L 2,K4G&Z<P-EZ>\$JMBZQ;A'>1VVKJ16-470 MESH79;J@A=>=>H2M0306 C1(NJ;J'P7\$K3M1
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(YE1'>8%>S52;R M MWJU, @>J.U 8.1J'>J6V,OWF'83OW'1'>5,>@60,>=>=>=>IY4G&AB&S1-8U1L'>1E1GCSL+Q3/S/F&Z&X43W7+5\$DKQ'>'>VO. MU>=>S'>Z'>G'>J'>U'>+ P04'
I'>V99623XC4'>8'>#1'>Q'>A'>L'>W'>O MCK51'>=>O'>R#>0 MAI'X;V'>M'>7V1HX3U9U'>I'>5152<8IRJE;J'>131W(%>[X81,?>Z91'>1B1U4 M.1'>5'>9B F2'>ZXRJERLHY';L;W7P#U;K8T-
>F.HI'>N8>WDH9P?>L2N,Py'>M,RF@>N78N'>Q731';Q'>=>=>=>CJG3&Q3A92(MG)=3IV BL'>L'>B'>9'>XVL'>B'>L'>2 MH8S?>7?>FF'>N1'>7JJ_>L'>W194 T36?>QDN5F/O3.Y+>'>D56'>NY7B;>
>'>Z'>@'>S19Z'>)>T'>F'>C'>N'>2KP'>S';%>140.(G->F;UT8:F M(R6W1-EL9+>5Q'>N'1'C=>V'>X-P7&T'>)>.>1B'>B'>JPI0(D#H)1>ZD U4.R1Q'>M3'>5YAT'>
'>9ZG'>57'>ABD5N>2RS;L&Q;A=L'>9%>S'>100'>)>P14-9<8,02;MJA W;C&M@>(>1'>J'>Y'>E'>W'>O'>?>H'>I'>Y'>E'>P'>G'>C'>3Y0E15B+7'>J(1)@>'>P1 M/VOL7M5VPSUYU'>V21I MHOES?>#?>18?>
>4,H3W'>3QD'>=>Q'>Q'>WUPJ;ZH->+JOM'>M'>+D6VJ6;[R'>Q'>E5G&L8W6H'>@>19'>1'>?IERKZ M_XGLC?>H-X'>8DJBHFE;3HD;357JLJ@G IW2CJSP;IAT'>TU'>MH7SEM;,
[J'>KUJ174SL'>110 M'>('>F9EE6E1'>=>P'>,>@>9'>Q'>P'>O'>VJR>W-H965TJW-M'>U'>0'>#>+B1J8C;@6Z M2M=>)FD\$(&#>U'>=>L'>Y'>J'>CGVKG'>Z 34735'>4.0Y39<=>)>2RYIRED\$>'>94MO>2&
M'>790 M'>7 L'>V7@>=>M'>X5D28'>L2 [I2J'>:'>CJY8W GEFIA'\$>3;>=>=>=>S'>W\$>0'>7%>AJ;)>Q'>N>=>=>=>S'>L&Y4;)>=>=>=>35IITYRH<=>9>=>=>=>O'>P4UJ!M'>K'>1 D6>B7;1'>4'>HI-7&S'>=>+>M'>?>
>7.794PH@>GW'>=>010/CW'>A&S&F6%>N'>=>=>=>REG'>6'>F'>'>S'>YKJPD'>M@>P'>R'>J7A: MDG\$=>U'>W\$>[+>=>=>=>F&K'>1'>)>MID'>X'>C'>M'>2'>=>=>=>X'>M'>S'>P'>G'>Z'>R'>B'>W'>A'>I'>F'>S'>D'>=>=>=>S'>LD5 %>1T3A'>P'>+
(E8)4;C,M'>=>=>=>=>F'>OIC-F32S'>M'>M&S148R'>3%>[J];VK8J'>@>7Y-1'>U'>C'>O'>+>)>U5ZU'>=XA'>7'>W2<=>=>=>=>L'>G'>=>=>=>S'>KUYI MJ->X'>U'>S'>U'>4J'>C'>Y'>N'>Q'>1'>Q3L3'>L'>I'>L'>L'>C'>J'>V'>C'>+>I'>Z'>=>=>=>M'>F'>I'>U5V,T'>D'Z'>=>M'>+
'>19M'>7'>=>12\$[N MAI'>'>X61E13'>1'>1JLRY2, G6OCWE909#>,>IUC6%>7'>F'>B)KJF8A'>52'>

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Disclosure - Subsequent Event - Additional Information (Details)Sheethhttp://www.hubspot.com/20240930/taxonomy/role/DisclosureSubsequentEventAdditionalInformationDetailsSubsequent Event - Additional Information (Details)Details80 falsefalseAll ReportsBookAll Reports hubs-20240930.htmhubs-20240930.xsd http://fasb.org/srt/2024http://fasb.org/us-gaap/2024http://xbrl.sec.gov/dei/2024http://xbrl.sec.gov/ecd/2024falsefalse JSON 96 MetaLinks.json IDEA: XBRL DOCUMENT { "version": "2.2", "instance": { "hubs-20240930.htm": { "nsprefix": "hubs", "nsuri": "http://www.hubspot.com/20240930", "dts": { "inline": { "local": ["hubs-20240930.htm"] }, "schema": { "local": ["hubs-20240930.xsd"] }, "remote": ["http://www.xbrl.org/2003/xbrl-instance-2003-12-31.xsd", "http://www.xbrl.org/2003/xbrl-linkbase-2003-12-31.xsd", "http://www.xbrl.org/2003/xl-2003-12-31.xsd", "http://www.xbrl.org/2003/xlink-2003-12-31.xsd", "http://www.xbrl.org/2005/xbrldt-2005.xsd", "http://www.xbrl.org/2006/ref-2006-02-27.xsd", "http://www.xbrl.org/irr/arcrole/esma-arcrole-2018-11-21.xsd", "http://www.xbrl.org/irr/role/negated-2009-12-16.xsd", "http://www.xbrl.org/irr/role/reference-2009-12-16.xsd", "https://www.xbrl.org/2020/extensible-enumerations-2.0.xsd", "https://www.xbrl.org/2023/calculation-1.1.xsd", "https://www.xbrl.org/dtr/type/2020-01-21/types.xsd", "https://www.xbrl.org/dtr/type/2022-03-31/types.xsd", "https://xbrl.fasb.org/srt/2024/elts/srt-types-2024.xsd", "https://xbrl.fasb.org/us-gaap/2024/elts/us-gaap-2024.xsd", "https://xbrl.fasb.org/us-gaap/2024/elts/us-roles-2024.xsd", "https://xbrl.fasb.org/us-gaap/2024/elts/us-types-2024.xsd", "https://xbrl.sec.gov/country/2024/country-2024.xsd", "https://xbrl.sec.gov/dei/2024/dei-2024.xsd", "https://xbrl.sec.gov/ecd/2024/ecd-2024.xsd", "https://xbrl.sec.gov/ecd/2024/ecd-sub-2024.xsd", "https://xbrl.sec.gov/stpr/2024/stpr-2024.xsd"] } }, "keyStandard": 246, "keyCustom": 36, "axisStandard": 25, "axisCustom": 0, "memberStandard": 48, "memberCustom": 22, "hidden": { "total": 18, "http://fasb.org/us-gaap/2024": 13, "http://www.hubspot.com/20240930": 1, "http://xbrl.sec.gov/dei/2024": 4 }, "contextCount": 245, "entityCount": 1, "segmentCount": 73, "elementCount": 671, "unitCount": 6, "baseTaxonomies": { "http://fasb.org/us-gaap/2024": 779, "http://xbrl.sec.gov/dei/2024": 29, "http://xbrl.sec.gov/ecd/2024": 7, "http://fasb.org/srt/2024": 1 }, "report": { "R1": { "role": "http://www.hubspot.com/20240930/taxonomy/role/Role_DocumentDocumentAndEntityInformation", "longName": "100000 - 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Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if
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Includes only common stock transactions (excludes preferred stock transactions). 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This bifurcation may result in a basis difference associated with the liability component that represents a temporary difference for purposes of applying accounting for income taxes. The initial recognition of deferred taxes for the tax effect of that temporary difference is as an adjustment to additional paid in capital." } }, "auth_ref": ["r48"] }, "us-gaap_AdjustmentsToAdditionalPaidInCapitalShareBasedCompensationRequisiteServicePeriodRecognitionValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AdjustmentsToAdditionalPaidInCapitalShareBasedCompensationRequisiteServicePeriodRecognitionValue", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureChangesInStockholdersEquitySummaryOfChangesInStockholdersEquityDetail",], "lang": { "en-us": { "role": { "terseLabel": "Stock-based compensation", "label": "APIC, Share-Based Payment Arrangement, Increase for Cost Recognition", "totalLabel": "APIC, Share-based Payment Arrangement, Increase for Cost Recognition, Total", "documentation": "Amount of increase to additional paid-in capital (APIC) for recognition of cost for award under share-based payment arrangement." } }, "auth_ref": ["r58", "r59", "r469"] }, "us-gaap_AdjustmentsToReconcileNetIncomeLossToCashProvidedByUsedInOperatingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AdjustmentsToReconcileNetIncomeLossToCashProvidedByUsedInOperatingActivitiesAbstract", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows",], "lang": { "en-us": { "role": { "terseLabel": "Adjustments to reconcile net loss to net cash and cash equivalents provided by operating activities, net of acquisitions", "label": "Adjustments to Reconcile Net Income (Loss) to Cash

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As a noncash expense, this element is added back to net income when calculating cash provided by or used in operations using the indirect method." } } }, "auth_ref": [ "r10", "r113" ] }, "us-gaap_AmortizationOffinancingCosts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "AmortizationOffinancingCosts", "crdr": "debit", "presentation": [ "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesScheduleOfInterestExpenseDetail", "lang": { "en-us": { "role": { "terseLabel": "Amortization of issuance costs", "label": "Amortization of Debt Issuance Costs", "documentation": "Amount of amortization expense attributable to debt issuance costs." } } }, "auth_ref": [ "r116", "r423", "r1050", "r1150" ] }, "us-gaap_AmortizationOffinancingCostsAndDiscounts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "AmortizationOffinancingCostsAndDiscounts", "crdr": "debit", "presentation": [ "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows", "lang": { "en-us": { "role": { "terseLabel": "Amortization of debt discount and issuance costs", "label": "Amortization of Debt Issuance Costs and Discounts", "totalLabel": "Amortization of Debt Issuance Costs and Discounts, Total", "documentation": "Amount of amortization expense attributable to debt discount (premium) and debt issuance costs." } } }, "auth_ref": [ "r423", "r864", "r865", "r1050", "r1150" ] }, "hubs_AmortizationPeriodOfDeferredSalesCommissions": { "xbrltype": "durationItemType", "nsuri": "http://www.hubspot.com/20240930/", "localname": "AmortizationPeriodOfDeferredSalesCommissions", "presentation": [ "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail", "lang": { "en-us": { "role": { "terseLabel": "Antidilutive Securities", "label": "Antidilutive Securities [Axis]", "documentation": "Information by type of antidilutive security." } } }, "auth_ref": [ "r37" ] }, "us-gaap_AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareAmount": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareAmount", "presentation": [ "http://www.hubspot.com/20240930/taxonomy/role/DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail", "lang": { "en-us": { "role": { "terseLabel": "Antidilutive securities excluded from computation of earnings per share", "label": "Antidilutive Securities Excluded from Computation of Earnings Per Share, Amount", "documentation": "Securities (including those issuable pursuant to contingent stock agreements) that could potentially dilute basic earnings per share (EPS) or earnings per unit (EPU) in the future that were not included in the computation of diluted EPS or EPU because to do so would increase EPS or EPU amounts or decrease loss per share or unit amounts for the period presented." } } }, "auth_ref": [ "r278" ] }, "us-gaap_AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareByAntidilutiveSecuritiesAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareByAntidilutiveSecuritiesAxis", "presentation": [ "http://www.hubspot.com/20240930/taxonomy/role/DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail", "lang": { "en-us": { "role": { "terseLabel": "Antidilutive Securities", "label": "Antidilutive Securities [Axis]", "documentation": "Information by type of antidilutive security." } } }, "auth_ref": [ "r37" ] }, "us-gaap_AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareLineItems", "presentation": [ "http://www.hubspot.com/20240930/taxonomy/role/DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail", "lang": { "en-us": { "role": { "terseLabel": "Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items]", "label": "Antidilutive Securities Excluded from Computation of Earnings Per Share [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation." } } }, "auth_ref": ["r29", "r208", "r841"] }, "us-gaap_CashAndCashEquivalentsDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsDisclosureTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestrictedCash1"], "lang": { "en-us": { "role": { "verboseLabel": "Restricted Cash", "terseLabel": "Restricted Cash", "label": "Cash and Cash Equivalents Disclosure [Text Block]", "documentation": "The entire disclosure for cash and cash equivalent footnotes, which may include the types of deposits and money market instruments, applicable carrying amounts, restricted amounts and compensating balance arrangements. Cash and equivalents include: (1) currency on hand (2) demand deposits with banks or financial institutions (3) other kinds of accounts that have the general characteristics of demand deposits (4) short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Generally, only investments maturing within three months from the date of acquisition qualify." } } }, "auth_ref": ["r208", "r676"] }, "us-gaap_CashAndCashEquivalentsFairValueDisclosure": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsFairValueDisclosure", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsScheduleOffFairValueOffFinancialAssetsAndLiabilitiesDetail"], "lang": { "en-us": { "role": { "terseLabel": "Fair value of cash and cash equivalents", "label": "Cash and Cash Equivalents, Fair Value Disclosure", "documentation": "Fair value portion of currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r1127", "r1128"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRestrictedCashSummaryOfReconciliationOfCashCashEquivalentsAndRestrictedCashDetail"], "lang": { "en-us": { "role": { "totalLabel": "Total cash, cash equivalents, and restricted cash", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents", "periodStartLabel": "Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents, Beginning Balance", "periodEndLabel": "Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents, Ending Balance", "documentation": "Amount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage. Excludes amount for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r29", "r121", "r249"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsIncludingDisposalGroupAndDiscontinuedOperations": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsIncludingDisposalGroupAndDiscontinuedOperations", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "periodStartLabel": "Cash, cash equivalents and restricted cash, beginning of period", "periodEndLabel": "Cash, cash equivalents and restricted cash, end of period", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations", "totalLabel": "Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations, Total", "documentation": "Amount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; including, but not limited to, disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r2", "r121"] }, "us-gaap_CashFlowHedgingMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashFlowHedgingMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureDerivativesAdditionalInformationDetails", "http://www.hubspot.com/20240930/taxonomy/role/DisclosureDerivativesSummaryOfTheFairValueOfDerivativeFinancialInstrumentsDetails"], "lang": { "en-us": { "role": { "label": "Cash Flow Hedges [Member]", "documentation": "Hedge of the exposure to variability in the cash flows of a recognized asset or liability, or of a forecasted transaction, that is attributable to a particular risk." } } }, "auth_ref": ["r67"] }, "ecd_ChangedPeerGroupFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChangedPeerGroupFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Changed Peer Group, Footnote [Text Block]", "terseLabel": "Changed Peer Group, Footnote", "label": "Changed Peer Group, Footnote", "auth_ref": ["r793"] }, "ecd_ChngInFrValAsOfVstngDtOfPrYrEqtyAwrdVstdInCvrdYrMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValAsOfVstngDtOfPrYrEqtyAwrdVstdInCvrdYrMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member]", "terseLabel": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year", "auth_ref": ["r790"] }, "ecd_ChngInFrValOfOutsdngAndUnvstdEqtyAwrdGrntdInPrYrsMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValOfOutsdngAndUnvstdEqtyAwrdGrntdInPrYrsMember", "presentation": [

"http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member]", "terseLabel": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested" } } }, "auth_ref": ["r968"] }, { "dei.CityAreaCode": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CityAreaCode", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "terseLabel": "City Area Code", "label": "City Area Code", "documentation": "Area code of city" } } }, "auth_ref": [] }, { "us-gaap.ClassOfStockLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfStockLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureChangesInStockholdersEquitySummaryOfChangesInStockholdersEquityDetail"], "lang": { "en-us": { "role": { "terseLabel": "Class Of Stock [Line Items]", "label": "Class of Stock [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose relevant information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r216", "r217", "r218", "r284", "r427", "r428", "r429", "r431", "r434", "r439", "r441", "r719", "r720", "r721", "r722", "r866", "r1012", "r1053"] }, { "us-gaap.ClassOfWarrantOrRightExercisePriceOfWarrantsOrRights1": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfWarrantOrRightExercisePriceOfWarrantsOrRights1", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Warrants exercise price per share", "label": "Class of Warrant or Right, Exercise Price of Warrants or Rights", "documentation": "Exercise price per share or per unit of warrants or rights outstanding." } } }, "auth_ref": ["r442"] }, { "us-gaap.ClassOfWarrantOrRightNumberOfSecuritiesCalledByWarrantsOrRights": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfWarrantOrRightNumberOfSecuritiesCalledByWarrantsOrRights", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Warrants holders option to purchase number of shares of company", "label": "Class of Warrant or Right, Number of Securities Called by Warrants or Rights", "documentation": "Number of securities into which the class of warrant or right may be converted. For example, but not limited to, 500,000 warrants may be converted into 1,000,000 shares." } } }, "auth_ref": ["r442"] }, { "hubs.ClassOfWarrantOrRightShareSettledAndIssued": { "xbrltype": "sharesItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ClassOfWarrantOrRightShareSettledAndIssued", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail"], "lang": { "en-us": { "role": { "documentation": "Class of warrant or right, share settled and issued.", "label": "Class of Warrant or Right, Share Settled and Issued", "terseLabel": "Shares settled and issued" } } }, "auth_ref": [] }, { "hubs.ClassOfWarrantOrRightWarrantExercised": { "xbrltype": "sharesItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ClassOfWarrantOrRightWarrantExercised", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail"], "lang": { 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Paper [Member]", "label": "Commercial Paper, Not Included with Cash and Cash Equivalents [Member]", "documentation": "Unsecured promissory note (generally negotiable) that provides institutions with short-term funds that is excluded from cash and cash equivalents." } } }, "auth_ref": ["r118"] }, { "us-gaap.CommitmentsAndContingencies": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommitmentsAndContingencies", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Commitments and contingencies (Note 10)", "label": "Commitments and Contingencies", "documentation": "Represents the caption on the face of the balance sheet to indicate that the entity has entered into (1) purchase or supply arrangements that will require expending a portion of its resources to meet the terms thereof, and (2) is exposed to potential losses or, less frequently, gains, arising from (a) possible claims against a company's resources due to future performance under contract terms, and (b) possible losses or likely gains from uncertainties that will ultimately be resolved when one or more future events that are deemed likely to occur do occur or fail to occur." } } }, "auth_ref": ["r94", "r155", "r675", "r746"] }, { "us-gaap.CommitmentsAndContingenciesDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommitmentsAndContingenciesDisclosureAbstract", "lang": { "en-us": { "role": { "label": "Commitments and Contingencies Disclosure [Abstract]" } } }, "auth_ref": [] }, { "us-gaap.CommitmentsAndContingenciesDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommitmentsAndContingenciesDisclosureTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureCommitmentsAndContingencies"], "lang": { 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of issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity." } } }, "auth_ref": ["r97", "r677", "r897"] }, { "ecd.CompActuallyPaidVsCoSelectedMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsCoSelectedMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Compensation Actually Paid vs. Company Selected Measure [Text Block]", "terseLabel": "Compensation Actually Paid vs. Company Selected Measure" } } }, "auth_ref": ["r979"] }, { "ecd.CompActuallyPaidVsNetIncomeTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsNetIncomeTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Compensation Actually Paid vs. Other Measure [Text Block]", "terseLabel": "Compensation Actually Paid vs. Other Measure" } } }, "auth_ref": ["r980"] }, { "ecd.CompActuallyPaidVsTotalShareholderRtnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsTotalShareholderRtnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Compensation Actually Paid vs. Total Shareholder Return [Text Block]", "terseLabel": "Compensation Actually Paid vs. Total Shareholder Return" } } }, "auth_ref": ["r977"] }, { "us-gaap.ComprehensiveIncomeNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTax", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "totalLabel": "Comprehensive income (loss)", "label": "Comprehensive Income (Loss), Net of Tax, Attributable to Parent", "terseLabel": "Comprehensive loss", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income, attributable to parent entity. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r23", "r232", "r234", "r239", "r667", "r688", "r689"] }, { "us-gaap.ComprehensiveIncomeNoteTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNoteTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureChangesInAccumulatedOtherComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "terseLabel": "Changes in Accumulated Other Comprehensive Income (Loss)", "label": "Comprehensive Income (Loss) Note [Text Block]", "documentation": "The entire disclosure for comprehensive income, which includes, but is not limited to, 1) the amount of income tax expense or benefit allocated to each component of other comprehensive income, including reclassification adjustments, 2) the reclassification adjustments for each classification of other comprehensive income and 3) the ending accumulated balances for each component of comprehensive income." } } }, "auth_ref": ["r103", "r238", "r666", "r686"] }, { "hubs.ComputerEquipmentAndPurchasedSoftwareMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ComputerEquipmentAndPurchasedSoftwareMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetScheduleOfPropertyAndEquipmentNetDetail"], "lang": { "en-us": { "role": { "terseLabel": "Computer Equipment and Purchased Software [Member]", "label": "Computer Equipment And Purchased Software [Member]", "documentation": "Computer equipment and purchased software." } } }, "auth_ref": [] }, { "us-gaap.ConcentrationRiskBenchmarkDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskBenchmarkDomain", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataLongLivedAssetsByGeographicalRegionDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataRevenuesByGeographicalRegionDetail"], "lang": { "en-us": { "role": { "terseLabel": "Concentration Risk Benchmark", "label": "Concentration Risk Benchmark [Domain]", "documentation": "The denominator in a calculation of a

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Includes recently completed structures or modifications to structures that have not been placed into service." } } }, "auth_ref": [] } }, "hubs_ContractWithCustomerLiabilityAdditions": { "xbrltype": "monetaryItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ContractWithCustomerLiabilityAdditions", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Additions in deferred revenue", "label": "Contract With Customer Liability Additions", "documentation": "Contract with customer liability additions." } } }, "auth_ref": [] } }, "us-gaap_ContractWithCustomerLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityCurrent", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"] }, "lang": { "en-us": { "role": { "verboseLabel": "Short-term deferred revenue", "terseLabel": "Deferred revenue", "label": "Contract with Customer, Liability, Current", "documentation": "Amount of obligation to transfer good or service to customer for which consideration has been received or is receivable, classified as current." } } }, "auth_ref": ["r444", "r445", "r456"] } }, "us-gaap_ContractWithCustomerLiabilityNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityNoncurrent", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"] }, "lang": { "en-us": { "role": { "terseLabel": "Deferred revenue, net of current portion", "label": "Contract with Customer, Liability, Noncurrent", "documentation": "Amount of obligation to transfer good or service to customer for which consideration has been received or is receivable, classified as noncurrent." } } }, "auth_ref": ["r444", "r445", "r456"] } }, "us-gaap_ContractWithCustomerLiabilityRevenueRecognized": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityRevenueRecognized", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Deferred revenue, revenue recognized", "label": "Contract with Customer, Liability, Revenue Recognized", "documentation": "Amount of revenue recognized that was previously included in balance of obligation to transfer good or service to customer for which consideration from customer has been received or is due." } } }, "auth_ref": ["r457"] } }, "srt_ContractualObligationFiscalYearMaturityScheduleTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ContractualObligationFiscalYearMaturityScheduleTableTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureCommitmentsAndContingenciesTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule of Future Minimum Payments", "label": "Contractual Obligation, Fiscal Year Maturity [Table Text Block]", "documentation": "Tabular disclosure of contractual obligation by timing of payment due. Includes, but is not limited to, long-term debt obligation, lease obligation, and purchase obligation." } } }, "auth_ref": ["r1032", "r1057"] } }, "hubs_ConvertibleDebtHedgesSettlement": { "xbrltype": "monetaryItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ConvertibleDebtHedgesSettlement", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureChangesInStockholdersEquitySummaryOfChangesInStockholdersEquityDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Settlement of Convertible Note Hedges", "label": "Convertible Debt Hedges Settlement", "documentation": "Convertible debt hedges settlement." } } }, "auth_ref": [] } }, "hubs_ConvertibleDebtHedgesSettlementShares": { "xbrltype": "sharesItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ConvertibleDebtHedgesSettlementShares", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureChangesInStockholdersEquitySummaryOfChangesInStockholdersEquityDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Settlement of Convertible Note Hedges, Shares", "label": "Convertible Debt Hedges Settlement Shares", "documentation": "Convertible debt hedges settlement shares." } } }, "auth_ref": [] } }, "us-gaap_ConvertibleDebtSecuritiesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConvertibleDebtSecuritiesMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Conversion Option of the 2022 Notes and Warrants [Member]", "label": "Convertible Debt Securities [Member]", "documentation": "Debt securities that can be exchanged for equity of the debt issuer at the option of the issuer or the holder." } } }, "auth_ref": ["r1118"] } }, "us-gaap_ConvertibleDebtTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConvertibleDebtTableTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule of Net Carrying Amount of Notes", "label": "Convertible Debt [Table Text Block]", "documentation": "Tabular disclosure of convertible debt instrument. Includes, but is not limited to, principal amount and amortized premium or discount." } } }, "auth_ref": [] } }, "us-gaap_ConvertibleLongTermNotesPayable": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConvertibleLongTermNotesPayable", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesScheduleOfNetCarryingAmountOfLiabilityComponentDetail"] }, "lang": { "en-us": { "role": { "verboseLabel": "Long term convertible senior notes", "terseLabel": "Convertible senior notes, net of current portion", "totalLabel": "Net carrying amount", "label": "Convertible Notes Payable, Noncurrent", "documentation": "Carrying value as of the balance sheet date of long-term debt (with maturities initially due after one year or beyond the operating cycle if longer) identified as Convertible Notes Payable, excluding current portion. Convertible Notes Payable is a written promise to pay a note which can be exchanged for a specified amount of another, related security, at the option of the issuer and the holder." } } }, "auth_ref": ["r20"] } }, "us-gaap_ConvertibleNotesPayableCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConvertibleNotesPayableCurrent", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"] }, "lang": { "en-us": { "role": { "verboseLabel": "Short term convertible senior notes", "terseLabel": "Convertible senior notes", "label": "Convertible Notes Payable, Current", "documentation": "Carrying value as of the balance sheet date of the portion of long-term debt due within one year or the operating cycle if longer identified as Convertible Notes Payable. Convertible Notes Payable is a written promise to pay a note which can be exchanged for a specified amount of another, related security, at the option of the issuer and the holder." } } }, "auth_ref": ["r87"] } }, "hubs_ConvertibleSeniorNotesDueTwoThousandTwentyFiveMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ConvertibleSeniorNotesDueTwoThousandTwentyFiveMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Conversion Option of the 2025 Notes [Member]", "label": "Convertible Senior Notes Due Two Thousand Twenty Five [Member]", "documentation": "Convertible Senior Notes due 2025.", "verboseLabel": "2025 Convertible Notes" } } }, "auth_ref": [] } }, "hubs_ConvertibleSeniorNotesNetOfCurrentPortion": { "xbrltype": "monetaryItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ConvertibleSeniorNotesNetOfCurrentPortion", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"] }, "lang": { "en-us": { "role": { "label": "Convertible senior notes, net of current portion", "documentation": "Convertible senior notes, net of current portion", "terseLabel": "Convertible senior notes" } } }, "auth_ref": [] } }, "us-gaap_CorporateBondSecuritiesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CorporateBondSecuritiesMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsScheduleOffFairValueOffFinancialAssetsAndLiabilitiesDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsSummaryOfCompositionOfShortAndLongTermInvestmentsDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Corporate Bonds [Member]", "label": "Corporate Bond Securities [Member]", "documentation": "This category includes information about long-term debt securities that are issued by either a domestic or foreign corporate business entity with a date certain promise of repayment and a return to the holder for the time value of money (for example, variable or fixed interest, original issue discount)." } } }, "auth_ref": [] } }, "us-gaap_CostOfGoodsAndServicesSold": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostOfGoodsAndServicesSold", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"] }, "lang": { "en-us": { "role": { "terseLabel": "Total cost of revenues", "label": "Cost of Goods and Services Sold", "totalLabel": "Cost of Goods and Services Sold, Total", "verboseLabel": "Cost of revenues", "documentation": "The aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities." } } }, "auth_ref": ["r109", "r110", "r630"] } }, "us-gaap_CostOfGoodsAndServicesSoldAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostOfGoodsAndServicesSoldAbstract", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"] }, "lang": { "en-us": { "role": { "terseLabel": "Cost of revenues", "label": "Cost of Goods and Services Sold [Abstract]" } } }, "auth_ref": [] } }, "hubs_CostOfPurchasedCappedCallOptions": { "xbrltype": "monetaryItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "CostOfPurchasedCappedCallOptions", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Cost of purchased capped call options", "label": "Cost Of Purchased Capped Call Options", "documentation": "Cost of purchased capped call options." } } }, "auth_ref": [] } }, "hubs_CostOfRevenueProfessionalServicesAndOtherMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "CostOfRevenueProfessionalServicesAndOtherMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseEffectOfStockBasedCompensationOnIncomeByLineItemDetail"] }, "lang": {

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Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } } , "auth_ref": ["r1145"] } , "hubs_EmployeeReductionPercentage": { "xbrltype": "percentItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "EmployeeReductionPercentage", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"], "lang": { "en-us": { "role": { "documentation": "Employee reduction percentage.", "label": "Employee Reduction Percentage", "verboseLabel": "Employee reduction percentage" } } } , "auth_ref": [] } , "hubs_EmployeeRelatedComputerEquipmentMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "EmployeeRelatedComputerEquipmentMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetScheduleOfPropertyAndEquipmentNetDetail"], "lang": { "en-us": { "role": { "terseLabel": "Employee Related Computer Equipment [Member]", "label": "Employee Related Computer Equipment [Member]", "documentation": "Employee related computer equipment." } } } , "auth_ref": [] } , "us-gaap_EmployeeRelatedLiabilitiesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EmployeeRelatedLiabilitiesCurrent", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Accrued compensation costs", "label": "Employee-related Liabilities, Current", "totalLabel": "Employee-related Liabilities, Current, Total", "documentation": "Total of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. 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Joint ventures are entities owned and operated by a small group of businesses as a separate and specific business or project for the mutual benefit of the members of the group." } } }, "auth_ref": ["r172", "r349", "r352", "r1014"] }, "ecd_EquityValuationAssumptionDifferenceFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EquityValuationAssumptionDifferenceFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Equity Valuation Assumption Difference, Footnote [Text Block]", "terseLabel": "Equity Valuation Assumption Difference, Footnote" } } }, "auth_ref": ["r976"] }, "ecd_ErrCompAnalysisTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ErrCompAnalysisTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Erroneous Compensation Analysis [Text Block]", "terseLabel": "Erroneous Compensation Analysis" } } }, "auth_ref": ["r933", "r943", "r954", "r986"] }, "ecd_ErrCompRecoveryTable": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ErrCompRecoveryTable", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Erroneously Awarded Compensation Recovery [Table]", "terseLabel": "Erroneously Awarded Compensation Recovery" } } }, "auth_ref": ["r930", "r940", "r951", "r983"] }, "us-gaap_ErrorCorrectionsAndPriorPeriodAdjustmentsRestatementLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ErrorCorrectionsAndPriorPeriodAdjustmentsRestatementLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails"], "lang": { "en-us": { "role": { "label": "Error Corrections and Prior Period Adjustments Restatement [Line Items]", "terseLabel": "Error Corrections and Prior Period Adjustments Restatement [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Includes, but is not limited to, instrument classified in shareholders' equity." } } }, "auth_ref": ["r884", "r1127", "r1128", "r1139"] }, "us-gaap_FairValueBalanceSheetGroupingFinancialStatementCaptionsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueBalanceSheetGroupingFinancialStatementCaptionsLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Fair Value Balance Sheet Grouping [Table]", "label": "Fair Value, by Balance Sheet Grouping [Table]", "documentation": "Disclosure of information about the fair value of financial instruments, including financial assets and financial liabilities, and the measurements of those instruments, assets, and liabilities." } } }, "auth_ref": ["r77", "r78"] }, "us-gaap_FairValueByFairValueHierarchyLevelAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueByFairValueHierarchyLevelAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsScheduleOffFairValueOffFinancialAssetsAndLiabilitiesDetail"], "lang": { "en-us": { "role": { "terseLabel": "Fair Value Disclosures [Abstract]", "label": "Fair Value Disclosures [Abstract]" } } }, "auth_ref": ["r416", "r460", "r461", "r462", "r463", "r464", "r465", "r544", "r546", "r547", "r548", "r549", "r553", "r556", "r600", "r601", "r602", "r862", "r863", "r874", "r875", "r876", "r884", "r888"] }, "us-gaap_FairValueDisclosuresAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueDisclosuresAbstract", "lang": { "en-us": { "role": { "label": "Fair Value Disclosures [Abstract]" } } }, "auth_ref": [] }, "us-gaap_FairValueDisclosuresTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueDisclosuresTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstruments"], "lang": { "en-us": { "role": { "terseLabel": "Fair Value of Financial Instruments", "label": "Fair Value Disclosures [Text Block]", "documentation": "The entire disclosure for the fair value of financial instruments (as defined), including financial assets and financial liabilities (collectively, as defined), and the measurements of those instruments as well as disclosures related to the fair value of non-financial assets and liabilities. Such disclosures about the financial instruments, assets, and liabilities would include: (1) the fair value of the required items together with their carrying amounts (as appropriate); (2) for items for which it is not practicable to estimate fair value, disclosure would include: (a) information pertinent to estimating fair value (including, carrying amount, effective interest rate, and maturity, and (b) the reasons why it is not practicable to estimate fair value; (3) significant concentrations of credit risk including: (a) information about the activity, region, or economic characteristics identifying a concentration, (b) the maximum amount of loss the entity is exposed to based on the gross fair value of the related item, (c) policy for requiring collateral or other security and information as to accessing such collateral or security, and (d) the nature and brief description of such collateral or security; (4) quantitative information about market risks and how such risks are managed; (5) for items measured on both a recurring and nonrecurring basis information regarding the inputs used to develop the fair value measurement; and (6) for items presented in the financial statement for which fair value measurement is elected: (a) information necessary to understand the reasons for the election, (b) discussion of the effect of fair value changes on earnings, (c) a description of [similar groups] items for which the election is made and the relation thereof to the balance sheet, the aggregate carrying value of items included in the balance sheet that are not eligible for the election; (7) all other required (as defined) and desired information." } } }, "auth_ref": ["r551", "r553", "r554", "r555", "r558", "r559", "r560", "r561", "r562", "r663", "r884", "r889"] }, "us-gaap_FairValueInputsLevel1Member": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueInputsLevel1Member", "presentation": 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"http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsSummaryOfCompositionOfShortAndLongTermInvestmentsDetail"], "lang": { "en-us": { "role": { "label": "Financial Instrument [Axis]", "documentation": "Information by type of financial instrument." } } }, "auth_ref": ["r315", "r316", "r317", "r318", "r319", "r320", "r321", "r322", "r323", "r324", "r325", "r326", "r327", "r328", "r329", "r330", "r331", "r332", "r333", "r334", "r335", "r336", "r337", "r338", "r339", "r340", "r341", "r342", "r343", "r344", "r358", "r359", "r360", "r361", "r362", "r364", "r365", "r366", "r423", "r439", "r538", "r563", "r597", "r598", "r599", "r600", "r601", "r602", "r603", "r604", "r605", "r606", "r607", "r608", "r609", "r610", "r611", "r613", "r614", "r615", "r616", "r617", "r618", "r619", "r620", "r621", "r622", "r623", "r624", "r625", "r626", "r627", "r687", "r859", "r884", "r886", "r888", "r889", "r890", "r891", "r892", "r893", "r894", "r898", "r1024", "r1025", 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acquisition, estimated useful life of customer relationships", "label": "Finite-Lived Intangible Asset, Useful Life", "documentation": "Useful life of finite-lived intangible assets, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days." } }], "auth_ref": [] }, "us-gaap_FiniteLivedIntangibleAssetsByMajorClassAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsByMajorClassAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureBusinessAcquisitionAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets by Major Class", "label": "Finite-Lived Intangible Assets by Major Class [Axis]", "documentation": "Information by major type or class of finite-lived intangible assets." } } }, "auth_ref": ["r368", "r369", "r370", "r371", "r373", "r374", "r375", "r376", "r631", "r632", 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"Equipment commonly used in offices and stores that have no permanent connection to the structure of a building or utilities. Examples include, but are not limited to, desks, chairs, tables, and bookcases." } } }, "auth_ref": [] }, "us-gaap_GainOnSaleOfInvestments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GainOnSaleOfInvestments", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Gain on Sale of Investments", "terseLabel": "Gain on strategic investments", "negatedLabel": "Gain on strategic investments", "documentation": "The difference between the carrying value and the sale price of an investment. A gain would be recognized when the sale price of the investment is greater than the carrying value of the investment. This element refers to the Gain included in earnings and not to the cash proceeds of the sale." } } }, "auth_ref": ["r1046", "r1047", "r1050", "r1168"] }, "us-gaap_GeneralAndAdministrativeExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GeneralAndAdministrativeExpense", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"], "lang": { "en-us": { "role": { "terseLabel": "General and administrative", "label": "General and Administrative Expense", "totalLabel": "General and Administrative Expense, Total", "documentation": "The aggregate total of expenses of managing and administering the affairs of an entity, including affiliates of the reporting entity, which are not directly or indirectly associated with the manufacture, sale or creation of a product or product line." } } }, "auth_ref": ["r114", "r770"] }, "us-gaap_GeneralAndAdministrativeExpenseMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GeneralAndAdministrativeExpenseMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseEffectOfStockBasedCompensationOnIncomeByLineItemDetail"], "lang": { "en-us": { "role": { "terseLabel": "General and Administrative [Member]", "label": "General and Administrative Expense [Member]", "documentation": "Primary financial statement caption encompassing general and administrative expense." } } }, "auth_ref": ["r114"] }, "us-gaap_GeographicConcentrationRiskMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GeographicConcentrationRiskMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Geographic Concentration Risk [Member]", "label": "Geographic Concentration Risk [Member]", "documentation": "Reflects the percentage that a specified dollar value on the balance sheet or income statement in the period from one or more specified geographic areas is to a corresponding consolidated, segment, or product line amount. Risk is the materially adverse effects of economic decline or antagonistic political actions resulting in loss of assets, sales volume, labor supply, or source of materials and supplies in a US state or a specified country, continent, or region such as EMEA (Europe, Middle East, Africa)." } } }, "auth_ref": ["r39", "r821"] }, "hubs_GlobalOfficeSpacesLeasesMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "GlobalOfficeSpacesLeasesMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"], "lang": { "en-us": { "role": { "documentation": "Global Office Spaces Leases Member", "label": "Global Office Spaces Leases Member", "terseLabel": "Global Office Spaces Leases [Member]" } } }, "auth_ref": [] }, "us-gaap_Goodwill": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Goodwill", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureBusinessAcquisitionSummaryOfFairValueOfAssetsAcquiredAndLiabilitiesAssumedDetail"], "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Goodwill", "label": "Goodwill", "totalLabel": "Goodwill, Total", "periodStartLabel": "Goodwill, Beginning Balance", "periodEndLabel": "Goodwill, Ending Balance", "documentation": "Amount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized." } } }, "auth_ref": ["r121", "r367", "r664", "r854", "r860", "r885", "r897", "r1093", "r1094"] }, "us-gaap_GrossProfit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GrossProfit", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails"], "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"], "lang": { "en-us": { "role": { "totalLabel": "Gross profit", "label": "Gross Profit", "terseLabel": "Gross Profit", "documentation": "Aggregate revenue less cost of goods and services sold or operating expenses directly attributable to the revenue generation activity." } } }, "auth_ref": ["r107", "r111", "r161", "r251", "r351", "r399", "r400", "r401", "r402", "r403", "r404", "r405", "r406", "r407", "r565", "r849", "r853", "r1065", "r1067", "r1068", "r1069", "r1070", "r1112"] }, "us-gaap_HedgingDesignationAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "HedgingDesignationAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureDerivativesScheduleOfDerivativesAndTheImpactOnAociDetails"], "lang": { "en-us": { "role": { "label": "Hedging Designation [Axis]", "documentation": "Information by designation of purpose of derivative instrument." } } }, "auth_ref": ["r115", "r130"] }, "us-gaap_HedgingDesignationDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "HedgingDesignationDomain", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureDerivativesScheduleOfDerivativesAndTheImpactOnAociDetails"], "lang": { "en-us": { "role": { "label": "Hedging

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"r887", "r1174"] }, "us-gaap_IncomeTaxExpenseBenefit": { "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeTaxExpenseBenefit", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureBusinessAcquisitionAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations", "lang": { "en-us": { "role": { "negatedTerseLabel": "Income tax expense", "negatedLabel": "Income tax (expense) benefit", "verboseLabel": "Income tax benefit", "label": "Income Tax Expense (Benefit)", "totalLabel": "Income Tax Expense (Benefit), Total", "documentation": "Amount of current income tax expense (benefit) and deferred income tax expense (benefit) pertaining to continuing operations." } } }, "auth_ref": ["r163", "r171", "r267", 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"label": "Increase (Decrease) in Accounts Payable", "totalLabel": "Increase (Decrease) in Accounts Payable, Total", "documentation": "The increase (decrease) during the reporting period in the aggregate amount of liabilities incurred (and for which invoices have typically been received) and payable to vendors for goods and services received that are used in an entity's business." } } }, "auth_ref": ["r9"] }, "us-gaap_IncreaseDecreaseInAccountsReceivable": { "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncreaseDecreaseInAccountsReceivable", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows", "lang": { "en-us": { "role": { "negatedLabel": "Accounts receivable", "label": "Increase (Decrease) in Accounts Receivable", "documentation": "The increase (decrease) during the reporting period in amount due within one year (or one business cycle) from customers for the credit sale of goods and services." } } }, "auth_ref": ["r9"] }, "us-gaap_IncreaseDecreaseInAccruedLiabilitiesAndOtherOperatingLiabilities": { "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncreaseDecreaseInAccruedLiabilitiesAndOtherOperatingLiabilities", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows", "lang": { "en-us": { "role": { "label": "Increase (Decrease) in Accrued Liabilities and Other Operating Liabilities", "terseLabel": "Accrued expenses and other liabilities", "documentation": "Amount of increase (decrease) in accrued expenses, and obligations classified as other." } } }, "auth_ref": ["r1049"] }, "us-gaap_IncreaseDecreaseInContractWithCustomerLiability": { "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncreaseDecreaseInContractWithCustomerLiability", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows", "lang": { "en-us": { "role": { "terseLabel": "Deferred revenue", "label": "Increase (Decrease) in Contract with Customer, Liability", "documentation": "Amount of increase (decrease) in obligation to transfer good or service to customer for which consideration has been received or is receivable." } } }, "auth_ref": ["r629", "r1049"] }, "us-gaap_IncreaseDecreaseInDeferredCompensation": { "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncreaseDecreaseInDeferredCompensation", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows", "lang": { "en-us": { "role": { "terseLabel": "Deferred commission expense", "label": "Increase (Decrease) in Deferred Compensation", "documentation": "The increase (decrease) during the reporting period in the obligation created by employee 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arrangements that was charged against earnings, excluding amortization of debt discount (premium) and financing costs." } } }, "auth_ref": ["r116", "r422", "r864", "r865"]
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Capitalized Interest, Operating Activities", "terseLabel": "Cash paid for interest", "documentation": "Amount of cash paid for interest, excluding capitalized interest, classified
as operating activity. Includes, but is not limited to, payment to settle zero-coupon bond for accreted interest of debt discount and debt instrument with insignificant coupon
interest rate in relation to effective interest rate of borrowing attributable to accreted interest of debt discount." } } }, "auth_ref": ["r244", "r247", "r248"] }, "us-
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preferred stock, convertible security, fixed income security, government security, option purchased, warrant, loan participation and assignment, commercial paper, bankers'
acceptance, certificates of deposit, short-term security, repurchase agreement, and other investment company." } } }, "auth_ref": ["r728", "r733", "r792", "r794", "r795",
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related to Operating Lease Liabilities", "label": "Lease, Cost [Table Text Block]", "documentation": "Tabular disclosure of lessee's lease cost. Includes, but is not limited to,
interest expense for finance lease, amortization of right-of-use asset for finance lease, operating lease cost, short-term lease cost, variable lease cost and sublease income." } } },
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lease." } } }, "auth_ref": ["r590"] }, "hubs_LesseeOperatingLeaseLiabilityPaymentsDueAfterYearFour": { "xbrlType": "monetaryItemType", "nsuri":
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due after year four." } } }, "auth_ref": [] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueNextTwelveMonths": { "xbrlType": "monetaryItemType", "nsuri":
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statement of financial position date (rolling approach)." } } }, "auth_ref": ["r590"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearFour": { "xbrlType":
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statement of financial position date (rolling approach)." } } }, "auth_ref": ["r590"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearTwo": { "xbrlType":
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undiscounted obligation for lease payment for operating lease having initial or remaining lease term in excess of one year to be paid in remainder of current fiscal year." } } },
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"Extended lease terms", "label": "Lessee, Operating Lease, Renewal Term", "documentation": "Term of lessee's operating lease renewal, in 'PnYnMnDnHnMnS' format, for
example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days." } } }, "auth_ref": ["r1153"] }, "us-gaap_LesseeOperatingLeasesTextBlock": {
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Includes, but is not limited to, description of operating lease and maturity analysis of operating lease liability." } } }, "auth_ref": ["r582"] }, "us-gaap_Liabilities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Liabilities", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "totalLabel": "Total liabilities", "label": "Liabilities", "documentation": "Amount of liability recognized for present obligation requiring transfer or otherwise providing economic benefit to others." } } }, "auth_ref": ["r20", "r86", "r87", "r88", "r92", "r93", "r94", "r95", "r251", "r351", "r399", "r400", "r401", "r402", "r403", "r404", "r405", "r406", "r407", "r524", "r528", "r529", "r563", "r745", "r848", "r923", "r1112", "r1158", "r1159"] }, "us-gaap_LiabilitiesAndStockholdersEquity": { "xbrltype": "monetaryItemType", "nsuri": 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located in the entity's country of domicile and foreign countries in which the entity holds assets." } } }, "auth_ref": ["r126"] }, "us-gaap_LongTermDebtTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotes"], "lang": { "en-us": { "role": { "terseLabel": "Convertible Senior Notes", "label": "Long-Term Debt [Text Block]", "documentation": "The entire disclosure for long-term debt." } } }, "auth_ref": ["r134"] }, "us-gaap_LongTermPurchaseCommitmentLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermPurchaseCommitmentLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOffFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "label": "Long-Term Purchase Commitment [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Excludes short-term purchase arrangement and unconditional purchase obligation." } } }, "auth_ref": [] }, "us-gaap_LongTermPurchaseCommitmentTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermPurchaseCommitmentTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureCommitmentsAndContingenciesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Future Minimum Payments Under Non-Cancelable Arrangements", "label": "Long-Term Purchase Commitment [Table Text Block]", "documentation": "Tabular disclosure of key provisions of an arrangement under which the entity has agreed to purchase goods or services over a period of time greater than one year or the normal operating cycle, if longer, including the item for which expenditures will be made, minimum quantities, milestones, time period and committed amount." } } }, "auth_ref": [] }, "srt_MaximumMember": { "xbrltype": "domainItemType", 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Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from long-term credit." } } }, "auth_ref": ["r246"] }, "us-gaap_NetCashProvidedByUsedInFinancingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInFinancingActivitiesAbstract", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Financing Activities", "label": "Net Cash Provided by (Used in) Financing Activities [Abstract]" } } }, "auth_ref": [] }, "us-gaap_NetCashProvidedByUsedInInvestingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInInvestingActivities", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "totalLabel": "Net cash and cash equivalents used in investing activities", "label": "Net Cash Provided by (Used in) Investing Activities", "documentation": "Amount of cash inflow (outflow) from investing activities, including discontinued operations. Investing activity cash flows include making and collecting loans and acquiring and disposing of debt or equity instruments and property, plant, and equipment and other productive assets." } } }, "auth_ref": ["r246"] }, "us-gaap_NetCashProvidedByUsedInInvestingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInInvestingActivitiesAbstract", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Investing Activities", "label": "Net Cash Provided by (Used in) Investing Activities [Abstract]" } } }, "auth_ref": [] }, "us-gaap_NetCashProvidedByUsedInOperatingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInOperatingActivities", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "totalLabel": "Net cash and cash equivalents provided by operating activities", "label": "Net Cash Provided by (Used in) Operating Activities", "documentation": "Amount of cash inflow (outflow) from operating activities, including discontinued operations. 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Includes, but is not limited to, quantification of the expected or actual impact." } } }, "auth_ref": [] }, "ecd_NonGaapMeasureDescriptionTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "NonGaapMeasureDescriptionTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Non-GAAP Measure Description [Text Block]", "terseLabel": "Non-GAAP Measure Description" } } }, "auth_ref": ["r974"] }, "ecd_NonNeosMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "NonNeosMember", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Non-NEOs [Member]", "terseLabel": "Non-NEOs" } }, "auth_ref": ["r937", "r947", "r958", "r982", "r990"] }, "ecd_NonPeoNeoAvgCompActuallyPaidAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": 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An operating segment is a component of an enterprise: (a) that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same enterprise), (b) whose operating results are regularly reviewed by the enterprise's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance, and (c) for which discrete financial information is available. An operating segment may engage in business activities for which it has yet to earn revenues, for example, start-up operations may be operating segments before earning revenues." } } }, "auth_ref": ["r854", "r1066"] }, "us-gaap_OciBeforeReclassificationsNetOfTaxAttributableToParent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OciBeforeReclassificationsNetOfTaxAttributableToParent", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureChangesInAccumulatedOtherComprehensiveIncomeLossChangesInAccumulatedOtherComprehensiveIncomeLossD"], "lang": { "en-us": { "role": { "terseLabel": "Other comprehensive income (loss) before reclassifications", "label": "OCI, before Reclassifications, Net of Tax, Attributable to Parent", "negatedLabel": "Net losses recognized in other comprehensive income, net of tax", "documentation": "Amount after tax, before reclassification adjustments, of other comprehensive income (loss), attributable to parent." } } }, "auth_ref": ["r19", "r22"] }, "us-gaap_OperatingExpenses": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingExpenses", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"], "lang": { "en-us": { "role": { "totalLabel": "Total operating expenses", "label": "Operating Expenses", "documentation": "Generally recurring costs associated with normal operations except for the portion of these expenses which can be clearly related to production and included in cost of sales or services. Includes selling, general and administrative expense." } } }, "auth_ref": [] }, "us-gaap_OperatingExpensesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingExpensesAbstract", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"], "lang": { "en-us": { "role": { "terseLabel": "Operating expenses", "label": "Operating Expenses [Abstract]" } } }, "auth_ref": [] }, "us-gaap_OperatingIncomeLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingIncomeLoss", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"], "lang": { "en-us": { "role": { "totalLabel": "Loss from operations", "label": "Operating Income (Loss)", "terseLabel": "Loss from operations", "documentation": "The net result for the period of deducting operating expenses from operating revenues." } } }, "auth_ref": ["r161", "r849", "r1063", "r1067", "r1068", "r1069", "r1070"] }, "us-gaap_OperatingLeaseExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseExpense", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureLeasesScheduleOfOperatingLeaseExpenseAndCashPaymentsRelatedToOperatingLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "label": "Operating Lease, Expense", "terseLabel": "Operating lease expense", "documentation": "Amount of operating lease expense. Excludes sublease income." } } }, "auth_ref": ["r1152"] }, "us-gaap_OperatingLeaseLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilityCurrent", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Operating lease liabilities", "label": "Operating Lease, Liability, Current", "documentation": "Present value of lessee's discounted obligation for lease payments from operating lease, classified as current." } } }, "auth_ref": ["r585"] }, "us-gaap_OperatingLeaseLiabilityNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilityNoncurrent", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Operating lease liabilities, net of current portion", "label": "Operating Lease, Liability, Noncurrent", "documentation": "Present value of lessee's discounted obligation for lease payments from operating lease, classified as noncurrent." } } }, "auth_ref": ["r585"] }, "us-gaap_OperatingLeasePayments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeasePayments", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureLeasesScheduleOfOperatingLeaseExpenseAndCashPaymentsRelatedToOperatingLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "label": "Operating Lease, Payments", "terseLabel": "Cash payments", "documentation": "Amount of cash outflow from operating lease, excluding payments to bring another asset to condition and location necessary for its intended use." } } }, "auth_ref": ["r586", "r588"] }, "us-gaap_OperatingLeaseRightOfUseAsset": { "xbrltype": "monetaryItemType", "nsuri": 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gaap/2024", "localname": "PropertyPlantAndEquipmentByTypeAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetScheduleOfPropertyAndEquipmentNetDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Long-Lived Tangible Asset", "label": "Long-Lived Tangible Asset [Axis]", "documentation": "Information by type of long-lived, physical assets used to produce goods and services and not intended for resale." } } }, "auth_ref": ["r11", "r591"] }, "us-gaap_PropertyPlantAndEquipmentDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentDisclosureTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNet", "lang": { "en-us": { "role": { "terseLabel": "Property and Equipment, Net", "label": "Property, Plant and Equipment Disclosure [Text Block]", "documentation": "The entire disclosure for long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections." } } }, "auth_ref": ["r128", "r164", "r168", "r169"] }, "us-gaap_PropertyPlantAndEquipmentGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentGross", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetScheduleOfPropertyAndEquipmentNetDetail"], "lang": { "en-us": { "role": { "terseLabel": "Total property and equipment", "label": "Property, Plant and Equipment, Gross", "totalLabel": "Property, Plant and Equipment, Gross, Total", "periodStartLabel": "Property, Plant and Equipment, Gross, Beginning Balance", "periodEndLabel": "Property, Plant and Equipment, Gross, Ending Balance", "documentation": "Amount before accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } } }, "auth_ref": ["r129", "r210", "r682"] }, "us-gaap_PropertyPlantAndEquipmentLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetScheduleOfPropertyAndEquipmentNetDetail"], "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment [Line Items]", "label": "Property, Plant and Equipment [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r591"] }, "us-gaap_PropertyPlantAndEquipmentNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentNet", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetScheduleOfPropertyAndEquipmentNetDetail", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Property, Plant and Equipment, Net", "totalLabel": "Property and equipment, net", "terseLabel": "Property and equipment, net", "periodStartLabel": "Property, Plant and Equipment, Net, Beginning Balance", "periodEndLabel": "Property, Plant and Equipment, Net, Ending Balance", "documentation": "Amount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } } }, "auth_ref": ["r11", "r591", "r672", "r682", "r897"] }, "us-gaap_PropertyPlantAndEquipmentTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Property and Equipment, Net", "label": "Property, Plant and Equipment [Table Text Block]", "documentation": "Tabular disclosure of physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated depreciation." } } }, "auth_ref": ["r11"] }, "us-gaap_PropertyPlantAndEquipmentTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTypeDomain", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosurePropertyAndEquipmentNetScheduleOfPropertyAndEquipmentNetDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Long-Lived Tangible Asset", "label": "Long-Lived Tangible Asset [Domain]", "documentation": "Listing of long-lived, physical assets that are used in the normal conduct of business to produce goods and services and not intended for resale. Examples include land, buildings, machinery and equipment, and other types of furniture and equipment including, but not limited to, office equipment, furniture and fixtures, and computer equipment and software." } } }, "auth_ref": ["r129", "r591"] }, "us-gaap_PurchaseObligation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseObligation", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOfFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "label": "Purchase Obligation", "totalLabel": "Purchase Obligation, Total", "documentation": "Minimum amount of purchase arrangement in which the entity has agreed to expend funds to procure goods or services from a supplier." } } }, "auth_ref": [] }, "us-gaap_PurchaseObligationDueInFourthYear": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseObligationDueInFourthYear", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOfFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Non-cancelable arrangements, 2028", "label": "Purchase Obligation, to be Paid, Year Four", "documentation": "Amount of purchase arrangement to be paid in fourth fiscal year following current fiscal year. Includes, but is not limited to, recorded and unrecorded purchase obligations, long-term purchase commitment, and short-term purchase commitment. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": [] }, "us-gaap_PurchaseObligationDueInNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseObligationDueInNextTwelveMonths", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOfFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Non-cancelable arrangements, 2025", "label": "Purchase Obligation, to be Paid, Year One", "documentation": "Amount of purchase arrangement to be paid in next fiscal year following current fiscal year. Includes, but is not limited to, recorded and unrecorded purchase obligations, long-term purchase commitment, and short-term purchase commitment. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": [] }, "us-gaap_PurchaseObligationDueInSecondYear": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseObligationDueInSecondYear", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOfFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "verboseLabel": "Non-cancelable arrangements, 2026", "terseLabel": "2023", "label": "Purchase Obligation, to be Paid, Year Two", "documentation": "Amount of purchase arrangement to be paid in second fiscal year following current fiscal year. Includes, but is not limited to, recorded and unrecorded purchase obligations, long-term purchase commitment, and short-term purchase commitment. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": [] }, "us-gaap_PurchaseObligationDueInThirdYear": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseObligationDueInThirdYear", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOfFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "verboseLabel": "Non-cancelable arrangements, 2027", "terseLabel": "2024", "label": "Purchase Obligation, to be Paid, Year Three", "documentation": "Amount of purchase arrangement to be paid in third fiscal year following current fiscal year. Includes, but is not limited to, recorded and unrecorded purchase obligations, long-term purchase commitment, and short-term purchase commitment. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": [] }, "us-gaap_PurchaseObligationFutureMinimumPaymentsRemainderOffFiscalYear": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseObligationFutureMinimumPaymentsRemainderOffFiscalYear", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOfFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Remainder of 2024", "label": "Purchase Obligation, to be Paid, Remainder of Fiscal Year", "documentation": "Amount of purchase arrangement to be paid in remainder of current fiscal year. Includes, but is not limited to, recorded and unrecorded purchase obligations, long-term purchase commitment, and short-term purchase commitment." } } }, "auth_ref": [] }, "hubs_PurchaseObligationToBePaidAfterYearFour": { "xbrltype": "monetaryItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "PurchaseObligationToBePaidAfterYearFour", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureCommitmentsAndContingenciesScheduleOfFutureMinimumPaymentsUnderNoncancelableArrangementsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Non-cancelable arrangements, Thereafter", "label": "Purchase Obligation, to be Paid, after Year Four", "documentation": "Purchase Obligation, to be paid, after year four." } } }, "auth_ref": [] }, "ecd_PvpTable": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTable", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Pay vs Performance Disclosure [Table]", "terseLabel": "Pay vs Performance Disclosure" } } }, "auth_ref": ["r963"] }, "ecd_PvpTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTableTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Pay vs Performance [Table Text Block]", "terseLabel": "Pay vs Performance Disclosure, Table" } } }, "auth_ref": ["r963"] }, "srt_RangeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "RangeAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Statistical Measurement", "label": "Statistical Measurement [Axis]", "documentation": "Information by statistical measurement. Includes, but is not limited to, minimum, maximum, weighted average, arithmetic average, and median." } } }, "auth_ref": ["r174", "r176", "r178", "r179", "r181", "r201", "r202", "r394", "r395", "r396", "r397", "r459", "r466", "r493", "r494", "r495", "r503", "r549", "r603", "r612", "r628", "r699", "r701", "r713", "r737", "r738", "r793", "r795", "r798", "r799", "r813", "r832", "r833", "r858", "r866", "r879", "r888", "r889", "r893", "r894", "r908", "r915", "r1107", "r1114", "r1130", "r1161", "r1162", "r1163", "r1164", "r1165"] }, "srt_RangeMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "RangeMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Statistical Measurement", "label": "Statistical Measurement [Domain]", "documentation": "Statistical measurement. 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"terseLabel": "Research and development", "label": "Research and Development Expense", "totalLabel": "Research and Development Expense, Total", "documentation": "Amount of expense for research and development. Includes, but is not limited to, cost for computer software product to be sold, leased, or otherwise marketed and writeoff of research and development assets acquired in transaction other than business combination or joint venture formation or both. Excludes write-down of intangible asset acquired in business combination or from joint venture formation or both, used in research and development activity." } }, "auth_ref": ["r504", "r837", "r853", "r1166"] }, "us-gaap_ResearchAndDevelopmentExpenseMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ResearchAndDevelopmentExpenseMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseEffectOfStockBasedCompensationOnIncomeByLineItemDetail"], "lang": { "en-us": { "role": { "terseLabel": "Research and Development [Member]", "label": "Research and Development Expense [Member]", "documentation": "Primary financial statement caption in which the reported facts about research and development expense have been included." } }, "auth_ref": [] }, "us-gaap_ResearchDevelopmentAndComputerSoftwareDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ResearchDevelopmentAndComputerSoftwareDisclosureTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureCapitalizedSoftwareDevelopmentCosts"], "lang": { "en-us": { "role": { "terseLabel": "Capitalized Software Development Costs", "label": "Research, Development, and Computer Software Disclosure [Text Block]", "documentation": "The entire disclosure for research, development, and computer software activities, including contracts and arrangements to be performed for others and with federal government. Includes costs incurred (1) in a planned search or critical investigation aimed at discovery of new knowledge with the hope that such knowledge will be useful in developing a new product or service, a new process or technique, or in bringing about a significant improvement to an existing product or process; or (2) to translate research findings or other knowledge into a plan or design for a new product or process or for a significant improvement to an existing product or process whether intended for sale or the entity's use, during the reporting period charged to research and development projects, including the costs of developing computer software up to the point in time of achieving technological feasibility and in-process research and development acquired in a business combination consummated during the period." } }, "auth_ref": ["r505", "r834"], "hubs_RestOfTheWorldMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "RestOfTheWorldMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Outside Of United States [Member]", "label": "Rest Of The World [Member]", "documentation": "Rest of the world." } }, "auth_ref": [] }, "srt_RestatementAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "RestatementAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails"], "lang": { "en-us": { "role": { "label": "Revision of Prior Period [Axis]", "terseLabel": "Revision of Prior Period", "documentation": "Information by adjustment to previously issued financial statements. Includes, but is not limited to, adjustment for retrospective application of amendment to accounting standards, other change in accounting principle, correction of error, and other revision." } }, "auth_ref": ["r200", "r204", "r253", "r254", "r255", "r256", "r257", "r258", "r259", "r260", "r261", "r264", "r265", "r266", "r267", "r268", "r269", "r281", "r354", "r355", "r513", "r514", "r515", "r516", "r519", "r520", "r540", "r541", "r542", "r543", "r579", "r581", "r592", "r593", "r703", "r704", "r705", "r706", "r707", "r708", "r709", "r710", "r711", "r712", "r717", "r718", "r1071"], "ecd_RestatementDateAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDateAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Restatement Determination Date [Axis]", "terseLabel": "Restatement Determination Date" } }, "auth_ref": ["r931", "r941", "r952", "r984"], "ecd_RestatementDeterminationDate": { "xbrltype": "dateItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDeterminationDate", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Restatement Determination Date", "terseLabel": "Restatement Determination Date" } }, "auth_ref": ["r932", "r942", "r953", "r985"], "ecd_RestatementDoesNotRequireRecoveryTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDoesNotRequireRecoveryTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Restatement Does Not Require Recovery [Text Block]", "terseLabel": "Restatement does not require Recovery" } }, "auth_ref": ["r939", "r949", "r960", "r992"], "srt_RestatementDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "RestatementDomain", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails"], "lang": { "en-us": { "role": { "label": "Revision of Prior Period [Domain]", "terseLabel": "Revision of Prior Period", "documentation": "Adjustment to previously issued financial statements. Includes, but is not limited to, adjustment for retrospective application of amendment to accounting standards, other change in accounting principle, correction of error, and other revision." } }, "auth_ref": ["r200", "r204", "r253", "r254", "r255", "r256", "r257", "r258", "r259", "r260", "r261", "r264", "r265", "r266", "r267", "r268", "r269", "r281", "r354", "r355", "r513", "r514", "r515", "r516", "r519", "r520", "r540", "r541", "r542", "r543", "r579", "r581", "r592", "r593", "r703", "r704", "r705", "r706", "r707", "r708", "r709", "r710", "r711", "r712", "r717", "r1071"] }, "us-gaap_RestrictedCash": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestrictedCash", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRestrictedCashSummaryOfReconciliationOfCashCashEquivalentsAndRestrictedCashDetail"], "lang": { "en-us": { "role": { "terseLabel": "Restricted cash, included in other assets", "totalLabel": "Restricted Cash, Total", "label": "Restricted Cash", "documentation": "Amount of cash restricted as to withdrawal or usage. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits." } }, "auth_ref": ["r1038", "r1052", "r1167", "r1170"] }, "us-gaap_RestrictedCashAssetStatementOfFinancialPositionExtensibleList": { "xbrltype": "enumerationSetItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestrictedCashAssetStatementOfFinancialPositionExtensibleList", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRestrictedCashSummaryOfReconciliationOfCashCashEquivalentsAndRestrictedCashDetail"], "lang": { "en-us": { "role": { "terseLabel": "Restricted Cash, Asset, Statement of Financial Position [Extensible List]", "label": "Restricted Cash, Statement of Financial Position [Extensible Enumeration]", "documentation": "Indicates line item in statement of financial position that includes cash restricted to withdrawal or usage." } }, "auth_ref": ["r1052"] }, "hubs_RestrictedCashFairValueDisclosure": { "xbrltype": "monetaryItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "RestrictedCashFairValueDisclosure", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOfFinancialInstrumentsScheduleOfFairValueOfFinancialAssetsAndLiabilitiesDetail"], "lang": { "en-us": { "role": { "terseLabel": "Fair value of restricted cash", "label": "Restricted Cash Fair Value Disclosure", "documentation": "Restricted cash fair value disclosure." } }, "auth_ref": [] }, "us-gaap_RestrictedStockUnitsRSUMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestrictedStockUnitsRSUMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail"], "lang": { "en-us": { "role": { "terseLabel": "RSUs [Member]", "label": "Restricted Stock Units (RSUs) [Member]", "documentation": "Share instrument which is convertible to stock or an equivalent amount of cash, after a specified period of time or when specified performance conditions are met." } }, "auth_ref": [] }, "us-gaap_RestructuringAndRelatedActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringAndRelatedActivitiesAbstract", "lang": { "en-us": { "role": { "label": "Restructuring and Related Activities [Abstract]", "auth_ref": [] }, "hubs_RestructuringAndRelatedActivitiesCompletionYear": { "xbrltype": "gYearItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "RestructuringAndRelatedActivitiesCompletionYear", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"], "lang": { "en-us": { "role": { "documentation": "Restructuring And Related Activities Completion Year", "label": "Restructuring And Related Activities Completion Year", "verboseLabel": "Restructuring and related activities completion year" } }, "auth_ref": [] }, "us-gaap_RestructuringAndRelatedActivitiesDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringAndRelatedActivitiesDisclosureTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlan1"], "lang": { "en-us": { "role": { "label": "Restructuring and Related Activities Disclosure [Text Block]", "verboseLabel": "Restructuring Plan", "documentation": "The entire disclosure for restructuring and related activities. Description of restructuring activities such as exit and disposal activities, include facts and circumstances leading to the plan, the expected plan completion date, the major types of costs associated with the plan activities, total expected costs, the accrual balance at the end of the period, and the periods over which the remaining accrual will be settled." } }, "auth_ref": ["r380", "r381", "r383", "r386", "r391"] }, "us-gaap_RestructuringAndRelatedCostCostIncurredToDate1": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringAndRelatedCostCostIncurredToDate1", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"], "lang": { "en-us": { "role": { "label": "Restructuring and Related Cost, Cost Incurred to Date", "verboseLabel": "Restructuring costs", "documentation": "Amount of costs incurred to date for the specified restructuring cost." } }, "auth_ref": ["r382", "r385", "r388", "r390"] }, "us-gaap_RestructuringAndRelatedCostExpectedCost1": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringAndRelatedCostExpectedCost1", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"], "lang": { "en-us": { "role": { "totalLabel": "Restructuring and Related Cost, Expected Cost, Total", "label": "Restructuring and Related Cost, Expected Cost", "verboseLabel": "Estimates charges incurred", "documentation": "Amount expected to be recognized in earnings for the specified restructuring cost." } }, "auth_ref": ["r382", "r385", "r388", "r390"] }, "us-gaap_RestructuringCharges": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringCharges", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"], "lang": { "en-us": { "role": { "terseLabel": "Restructuring", "totalLabel": "Restructuring Charges, Total", "verboseLabel": "Restructuring charges", "label": "Charges", "documentation": "Amount of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to a discontinued operation or an asset retirement obligation." } }, "auth_ref": ["r10", "r387", "r388", "r1108"] }, "us-gaap_RestructuringChargesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringChargesMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseAdditionalInformationDetail"], "lang": { "en-us": { "role": { "label": "Restructuring Charges [Member]", "terseLabel": "Restructuring Plan [Member]", "documentation": "Primary financial statement caption in which the reported facts about restructuring charges have been included." } }, "auth_ref": ["r130", "r132"] }, "us-gaap_RestructuringCostAndReserveAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringCostAndReserveAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"], "lang": { "en-us": { "role": { "label": "Restructuring Type [Axis]", "documentation": "Information by type of restructuring cost." } }, "auth_ref": ["r382", "r383", "r388", "r389"] }, "us-gaap_RestructuringCosts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringCosts", "crdr": "debit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "totalLabel": "Restructuring Costs, Total", "label": "Restructuring Costs", "terseLabel": "Restructuring charges", "documentation": "Amount, after cash payment, of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to a discontinued operation or an asset retirement obligation." } }, "auth_ref": ["r10"] }, "hubs_RestructuringCostsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "RestructuringCostsLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"], "lang": { "en-us": { "role": { "documentation": "Restructuring Costs.", "label": "Restructuring Costs [Line Items]", "auth_ref": [] }, "us-gaap_RetainedEarningsAccumulatedDeficit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RetainedEarningsAccumulatedDeficit", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "verboseLabel": "Retained earnings", "terseLabel": "Accumulated deficit", "label": "Retained Earnings (Accumulated Deficit)", "totalLabel": "Retained Earnings (Accumulated Deficit), Total", "periodStartLabel": "Retained Earnings (Accumulated Deficit), Beginning Balance", "periodEndLabel": "Retained Earnings (Accumulated Deficit), Ending Balance", "documentation": "Amount of accumulated undistributed earnings (deficit)." } }, "auth_ref": ["r99", "r142", "r679", "r707", "r712", "r723", "r748", "r897"] }, "us-gaap_RetainedEarningsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RetainedEarningsMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureChangesInStockholdersEquitySummaryOfChangesInStockholdersEquityDetail", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Accumulated Deficit [Member]", "label": "Retained Earnings [Member]", "documentation": "Accumulated undistributed earnings (deficit)." } }, "auth_ref": ["r203", "r253", "r254", "r255", "r257", "r263", "r266", "r268", "r353", "r356", "r377", "r509", "r510", "r512", "r513", "r514", "r516", "r519", "r520", "r532", "r534", "r535", "r537", "r541",

"r580", "r583", "r703", "r705", "r725", "r1206"] }, "us-gaap_RevenueFromContractWithCustomerAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerAbstract", "lang": { "en-us": { "role": { "label": "Revenue from Contract with Customer [Abstract]" } } }, "auth_ref": [] }, "us-gaap_RevenueFromContractWithCustomerExcludingAssessedTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerExcludingAssessedTax", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataRevenuesByGeographicalRegionDetail", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations"] }, "lang": { "en-us": { "role": { "verboseLabel": "Total revenues", "terseLabel": "Total revenue", "label": "Revenue from Contract with Customer, Excluding Assessed Tax", "totalLabel": "Revenue from Contract with Customer, Excluding Assessed Tax, Total", "documentation": "Amount, excluding tax collected from customer, of revenue from satisfaction of performance obligation by transferring promised good or service to customer. Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise." } } }, "auth_ref": ["r159", "r160", "r282", "r290", "r291", "r299", "r303", "r306", "r308", "r310", "r454", "r455", "r630"] }, "us-gaap_RevenueFromContractWithCustomerTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenues"] }, "lang": { "en-us": { "role": { "terseLabel": "Revenues", "label": "Revenue from Contract with Customer [Text Block]", "documentation": "The entire disclosure of revenue from contract with customer to transfer good or service and to transfer nonfinancial asset. Includes, but is not limited to, disaggregation of revenue, credit loss recognized from contract with customer, judgment and change in judgment related to contract with customer, and asset recognized from cost incurred to obtain or fulfill contract with customer. Excludes insurance and lease contracts." } } }, "auth_ref": ["r173", "r446", "r447", "r448", "r449", "r450", "r451", "r452", "r453", "r458"] }, "us-gaap_RevenueFromExternalCustomersByGeographicAreasTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromExternalCustomersByGeographicAreasTableTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Revenues by Geographical Region", "label": "Revenue from External Customers by Geographic Areas [Table Text Block]", "documentation": "Tabular disclosure of revenue from external customers by geographic areas attributed to the entity's country of domicile and to foreign countries from which the entity derives revenue." } } }, "auth_ref": ["r125"] }, "us-gaap_RevenueRecognitionPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRecognitionPolicyTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureOrganizationAndOperationsPolicies"] }, "lang": { "en-us": { "role": { "terseLabel": "Revenues", "label": "Revenue [Policy Text Block]", "documentation": "Disclosure of accounting policy for revenue. Includes revenue from contract with customer and from other sources." } } }, "auth_ref": ["r769", "r838", "r845"] }, "us-gaap_RevenueRemainingPerformanceObligation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligation", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Revenue remaining performance obligation, contracts exceeds one year", "label": "Revenue, Remaining Performance Obligation, Amount", "documentation": "Amount of transaction price allocated to performance obligation that has not been recognized as revenue." } } }, "auth_ref": ["r165"] }, "hubs_RevenueRemainingPerformanceObligationContractPeriod": { "xbrltype": "durationItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "RevenueRemainingPerformanceObligationContractPeriod", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformationDetail"] }, "lang": { "en-us": { "role": { "documentation": "Revenue remaining performance obligation contract period.", "terseLabel": "Revenue remaining performance obligation contract period", "label": "Revenue Remaining Performance Obligation Contract Period" } } }, "auth_ref": [] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionPeriod1": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionPeriod1", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformation1Detail"] }, "lang": { "en-us": { "role": { "terseLabel": "Revenue remaining performance obligations recognition period", "label": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period", "documentation": "Period in which remaining performance obligation is expected to be recognized as revenue, in PnYnMnDnTnHnMnS format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days." } } }, "auth_ref": ["r166"] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionStartDateAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionStartDateAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureRevenuesAdditionalInformation1Detail"] }, "lang": { "en-us": { "role": { "terseLabel": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]", "documentation": "Start date of time band for expected timing of satisfaction of remaining performance obligation, in YYYY-MM-DD format." } } }, "auth_ref": ["r166"] }, "hubs_RevenueRemainingPerformanceObligationPercentageRecognized": { "xbrltype": 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Includes, but is not limited to, pro forma and forecast. Excludes actual facts." } } }, "auth_ref": ["r200", "r269", "r467", "r1013", "r1062"] }, "us-gaap_ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureChangesInAccumulatedOtherComprehensiveIncomeLossTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Changes in Accumulated Other Comprehensive Income (Loss)", "label": "Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block]", "documentation": "Tabular disclosure of the components of accumulated other comprehensive income (loss)."} } } }, "auth_ref": ["r22", "r1146", "r1147"] }, "us-gaap_ScheduleOfAntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareTable", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule Of Antidilutive Securities Excluded From Computation Of Earnings Per Share [Table]", "label": "Antidilutive Security, Excluded EPS Calculation [Table]", "documentation": "Disclosure of information about security that could potentially dilute basic earnings per share (EPS) in future that was not included in calculation of diluted EPS." } } }, "auth_ref": ["r37"] }, "us-gaap_ScheduleOfAntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureNetIncomeLossPerShareTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule of Potentially Dilutive Common Stock Equivalents", "label": "Schedule of Antidilutive Securities Excluded from Computation of Earnings Per Share [Table Text Block]", "documentation": "Tabular disclosure of securities (including those issuable pursuant to contingent stock agreements) that could potentially dilute basic earnings per share (EPS) in the future that were not included in the computation of diluted EPS because to do so would increase EPS amounts or decrease loss per share amounts for the period presented, by antidilutive securities." } } }, "auth_ref": ["r37"] }, "us-gaap_ScheduleOfAvailableForSaleSecuritiesLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAvailableForSaleSecuritiesLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOfFinancialInstrumentsSummaryOfCompositionOfShortAndLongTermInvestmentsDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule of Available-for-sale Securities [Line Items]", "label": "Debt Securities, Available-for-Sale [Line Items]", "documentation":

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These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r315", "r316", "r317", "r318", "r319", "r320", "r321", "r322", "r323", "r324", "r325", "r326"] } }, "us-gaap_ScheduleOfBusinessAcquisitionsByAcquisitionTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfBusinessAcquisitionsByAcquisitionTable", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureBusinessAcquisitionAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureBusinessAcquisitionSummaryOfFairValueOfAssetsAcquiredAndLiabilitiesAssumedDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule Of Business Acquisitions By Acquisition [Table]", "label": "Schedule of Business Acquisitions, by Acquisition [Table]", "documentation": "Disclosure of information about business combination. Includes, but is not limited to, recognized asset and liability." } } }, "auth_ref": ["r60", "r63", "r517"] }, "hubs_ScheduleOfCashAndCashEquivalentsRestrictedCashAndCashEquivalentsTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "ScheduleOfCashAndCashEquivalentsRestrictedCashAndCashEquivalentsTableTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestrictedCashTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Summary of Reconciliation of Cash, Cash Equivalents and Restricted Cash", "label": "Schedule Of Cash And Cash Equivalents Restricted Cash And Cash Equivalents Table [Text Block]", "documentation": "Tabular disclosure of reconciliation of cash cash equivalents and restricted cash." } } }, "auth_ref": [] }, "us-gaap_ScheduleOfCashFlowHedgesIncludedInAccumulatedOtherComprehensiveIncomeLossTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", 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"http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseScheduleOfStockBasedCompensationExpenseByAwardTypeDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule Of Employee Service Share Based Compensation Allocation Of Recognized Period Costs [Table]", "label": "Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table]", "documentation": "Disclosure of information about amount recognized for award under share-based payment arrangement. Includes, but is not limited to, amount expensed in statement of income or comprehensive income, amount capitalized in statement of financial position, and corresponding reporting line item in financial statements." } } }, "auth_ref": ["r57"] }, "us-gaap_ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Effect of Stock-Based Compensation on Income by Line Item", "label": "Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table Text Block]", "documentation": "Tabular disclosure of allocation of amount expensed and capitalized for award under share-based payment arrangement to statement of income or comprehensive income and statement of financial position. 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Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated depreciation." } } }, "auth_ref": ["r11", "r591"] }, "us-gaap_ScheduleOfRecognizedIdentifiedAssetsAcquiredAndLiabilitiesAssumedTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfRecognizedIdentifiedAssetsAcquiredAndLiabilitiesAssumedTableTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureBusinessAcquisitionTables"] }, "lang": { "en-us": { "role": { "terseLabel": "Summary of Fair Value of Assets Acquired and Liabilities Assumed", "label": "Schedule of Recognized Identified Assets Acquired and Liabilities Assumed [Table Text Block]", "documentation": "Tabular disclosure of the amounts recognized as of the acquisition date for each major class of assets acquired and liabilities assumed. May include but not limited to the following: (a) acquired receivables; (b) contingencies recognized at the acquisition date; and (c) the fair value of noncontrolling interests in the acquiree." } } }, "auth_ref": ["r144"] }, "us-gaap_ScheduleOfRestructuringAndRelatedCostsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfRestructuringAndRelatedCostsTable", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureRestructuringPlanAdditionalInformationDetails"] }, "lang": { "en-us": { "role": { "label": "Restructuring Cost [Table]", "documentation": "Disclosure of information about restructuring cost. 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This element may also include a description of any reversal and other adjustment made during the period to the amount of an accrued liability for restructuring activities. This element may be used to encapsulate the roll forward presentations of an entity's restructuring reserve by type of cost and in total, and explanation of changes that occurred in the period." } } }, "auth_ref": ["r47", "r131"] }, "us-gaap_ScheduleOfSegmentReportingInformationBySegmentTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfSegmentReportingInformationBySegmentTable", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataLongLivedAssetsByGeographicalRegionDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataRevenuesByGeographicalRegionDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule Of Segment Reporting Information By Segment [Table]", "label": "Schedule of Segment Reporting Information, by Segment [Table]", "documentation": "Disclosure of information about profit (loss) and total assets by reportable segment." } } }, "auth_ref": ["r41", "r42", "r43"] }, "us-gaap_ScheduleOfStockByClassTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfStockByClassTable", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureChangesInStockholdersEquitySummaryOfChangesInStockholdersEquityDetail"] }, "lang": { "en-us": { "role": { "terseLabel": "Schedule Of Stock By Class [Table]", "label": "Stock, Class of Stock [Table]", "documentation": "Disclosure of information about stock by class. 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Reportable segments include those that meet any of the following quantitative thresholds a) it's reported revenue, including sales to external customers and intersegment sales or transfers is 10 percent or more of the combined revenue, internal and external, of all operating segments b) the absolute amount of its reported profit or loss is 10 percent or more of the greater, in absolute amount of 1) the combined reported profit of all operating segments that did not report a loss or 2) the combined reported loss of all operating segments that did report a loss c) its assets are 10 percent or more of the combined assets of all operating segments." } } }, "auth_ref": ["r162", "r282", "r285", "r286", "r287", "r288", "r289", "r296", "r297", "r298", "r301", "r302", "r303", "r304", "r305", "r306", "r307", "r310", "r850", "r851", "r852", "r853", "r855", "r856", "r857"] }, "us-gaap_SegmentReportingInformationLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingInformationLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataLongLivedAssetsByGeographicalRegionDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureSegmentInformationAndGeographicDataRevenuesByGeographicalRegionDetail"], "lang": { "en-us": { "role": { "terseLabel": "Segment Reporting Information [Line Items]", "label": "Segment Reporting Information [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Excludes temporary equity and equity attributable to noncontrolling interest." } } }, "auth_ref": ["r97", "r100", "r101", "r127", "r749", "r765", "r787", "r788", "r897", "r923", "r1055", "r1090", "r1142", "r1206"] }, "us-gaap_StockholdersEquityAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityAbstract", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Stockholders\u2019 equity", "label": "Equity, Attributable to Parent [Abstract]" } } }, "auth_ref": [] }, "us-gaap_StockholdersEquityNoteAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityNoteAbstract", "lang": { "en-us": { "role": { "label": "Stockholders' Equity Note [Abstract]" } } }, "auth_ref": [] }, "us-gaap_StockholdersEquityNoteDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityNoteDisclosureTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureChangesInStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Changes in Stockholders' Equity", "label": "Equity [Text Block]", "documentation": "The entire disclosure for equity." } } }, "auth_ref": ["r138", "r250", "r426", "r428", "r430", "r431", "r432", "r433", "r434", "r435", "r436", "r437", "r438", "r440", "r443", "r539", "r789", "r790", "r819"] }, "hubs_StrategicInvestmentsMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "StrategicInvestmentsMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsScheduleOffFairValueOffFinancialAssetsAndLiabilitiesDetail"], "lang": { "en-us": { "role": { "terseLabel": "Strategic Investments [Member]", "label": "Strategic Investments [Member]", "documentation": "Strategic investments." } } }, "auth_ref": [] }, "us-gaap_SubleaseIncome": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SubleaseIncome", "crdr": "credit", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureLeasesScheduleOfOperatingSubleaseIncomeGeneratedUnderOperatingLeaseAgreementsDetail"], "lang": { "en-us": { "role": { "terseLabel": "Operating sublease income", "label": "Sublease Income", "documentation": "Amount of sublease income excluding finance and operating lease expense." } } }, "auth_ref": ["r587", "r896"] }, "us-gaap_SubscriptionAndCirculationMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SubscriptionAndCirculationMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureOrganizationAndOperationsSummaryOfInterimConsolidatedStatementsOfOperationsDetails", "http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfOperations", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail"], "lang": { "en-us": { "role": { "terseLabel": "Subscription [Member]", "label": "Subscription and Circulation [Member]", "documentation": "Right to receive or access periodic material for specified period of time." } } }, "auth_ref": ["r1117"] }, "us-gaap_SubsequentEventLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SubsequentEventLineItems", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureSubsequentEventAdditionalInformationDetails"], "lang": { "en-us": { "role": { "label": "Subsequent Event [Line Items]", "documentation": "Detail information of subsequent event by type. 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Examples include: the sale of a capital stock issue, purchase of a business, settlement of litigation, catastrophic loss, significant foreign exchange rate changes, loans to insiders or affiliates, and transactions not in the ordinary course of business." } } }, "auth_ref": ["r594", "r596"] }, "us-gaap_SubsidarySaleOfStockAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SubsidarySaleOfStockAxis", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/DisclosureNetIncomeLossPerShareScheduleOfPotentiallyDilutiveCommonStockEquivalentsDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureConvertibleSeniorNotesAdditionalInformationDetail", "http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureStockBasedCompensationExpenseScheduleOfStockBasedCompensationExpenseByAwardTypeDetail"], "lang": { "en-us": { "role": { "terseLabel": "Sale of Stock", "label": "Sale of Stock [Axis]", "documentation": "Information by type of sale of the entity's stock." } } }, "auth_ref": [] }, "hubs_SummaryOfCapitalizedSoftwareDevelopmentCostsTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "SummaryOfCapitalizedSoftwareDevelopmentCostsTableTextBlock", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureCapitalizedSoftwareDevelopmentCostsTables"], "lang": { "en-us": { "role": { "terseLabel": "Summary of Capitalized Software Development Costs, Exclusive of those Recorded within Property and Equipment", "label": "Summary Of Capitalized Software Development Costs Table [Text Block]", "documentation": "Tabular disclosure of capitalized software and developments costs, including the gross balance incurred, accumulated amortization, and net value." } } }, "auth_ref": [] }, "us-gaap_SupplementalCashFlowElementsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SupplementalCashFlowElementsAbstract", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/StatementUnauditedConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Supplemental cash flow disclosure", "label": "Supplemental Cash Flow Elements [Abstract]" } } }, "auth_ref": [] }, "ecd_TabularListTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "TabularListTableTextBlock", "presentation": [

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Excludes US Treasury securities and debt issued by Government-sponsored Enterprises (GSEs), for example, but not limited to, Federal Home Loan Mortgage Corporation (FHLMC or Freddie Mac), Federal National Mortgage Association (FNMA or Fannie Mae)." } } }, "auth_ref": ["r917", "r918", "r919", "r920", "r1169"] }, "hubs_USTreasurySecuritiesExcludingCashAndCashEquivalentsMember": { "xbrltype": "domainItemType", "nsuri": "http://www.hubspot.com/20240930", "localname": "USTreasurySecuritiesExcludingCashAndCashEquivalentsMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsSummaryOfCompositionOfShortAndLongTermInvestmentsDetail"], "lang": { "en-us": { "role": { "documentation": "US treasury securities excluding cash and cash equivalents.", "terseLabel": "US Treasury Securities [Member]", "label": "U S Treasury Securities Excluding Cash And Cash Equivalents [Member]" } } }, "auth_ref": [] }, "us-gaap_USTreasurySecuritiesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "USTreasurySecuritiesMember", "presentation": ["http://www.hubspot.com/20240930/taxonomy/role/Role_DisclosureFairValueOffFinancialInstrumentsScheduleOffFairValueOffFinancialAssetsAndLiabilitiesDetail"], "lang": { "en-us": { "role": { "terseLabel": "US Treasury Securities [Member]", "label": "US Treasury Securities [Member]", "documentation": "This category includes information about debt securities issued by the United States Department of the Treasury and backed by the United States government. 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B|D|HG4B187F|F%NLSY3,_,#| 95.17_?<#FAW=3V&? M4U1L1|V|V'>15,PLP(G).F23AP|B|>+Q|F3V9GKR>@0('D|H2V|_('SE MC|S@J4|@NM_<XV>=>H,15=>U|U|<
|2HH7|1LBPJB-3872=)T/'TCD%Z MZ5(9^%#N>)/6^>919^#@U^@07++M4+##TFO|8I|I|K%6L%WPKU(B;@# M597?>5ZHP'H6Z@JPZ^B^5XP,J"%6 @+>+V.V|V4A34E3D
SV3|M^EAI|V_ M;O+|&BAP=(F8|>?>9=N|L|RF;H;KX2&P0#3\$M';T'-2<5<+<SG^S M|O1=L7|UJ/M2>21-|@>8F'=IW7|B73|1,Z8&J7P8,AS5U|MGU?67E7NE
MH26|<S^V^C^>>Z2\$T8|A|:09T|IP65|26TGW,9M|F|_I_ O23>?<|U\$USQ ME@>+@>|T\$C|H|E|4FQB@ALKOMQTZ|Q|&H;M<8FY1|1GODL^R?>07L';<
M+|J9\$S^T2@FLW604BS74M'WQ'733,16^4E^&|)1XD(G,1<1^*X^>?W0H0+S>M^ MOXPFPB V2JECWC V.;>_ \$N|<=7^N39=I +<CGQ08,008D@ K86401-EP=7L
M|LMSOQA@_T.P5_5|N|7^H|JPKXIE_6@<=<8H4F+FIK J|H N|,M4P\$M\$#|B|X MN2.NP|D|H002U|V;2>3>Z5|U+00IE
MOK|)KE=9Y+FANECV^@1N06YG,)<H'(0(KA#@15Q|YTW2@W-\$;GJL:#V0#MQG M@|V3|S|@9|C/L^V=-V7=?)!3VUTX"&#9^A)R@(<=<C" MSA9! @U6>%NRY(-
MOS-D+<^\$0^>8SG<4Q)OXDH G1H+7A2|E1^|S\$8W;10 MM3P7YXPF6|J4@E7#<0+>_<LN">#8^0@B;O|_155|RYD48K|'C8AT7|B7L M5L:HDR3,^! B8F5
M5P|Y7L V2B29|A:FDM05:M4>+7D18;ES'00Z';S0836|1=6|J|ECXW MX^Z3^>2<_<|,YWFY|@>3=C0|A&RH9+G0J^>06XN@ZT4162|J|LB9E9|P07\$ MH?
0>74|Z4|@NB5DEEPRDA&6|!@ MREKKB|>4D@<("E"?\$S=HZK^' H2Y2^P7|WBB3C|>8 L 3308^Z|ZP>SEHXS M->W?UD=PRU|I9AZMM26>5|B|H|H@?|TC|20X|TTP>?<
<X1N|JTP,=+T@<("N|R,M4|DBP7V+17\$P V& MO,9&R,C T|P|K\$K\$?7+6\$RH-0191E^3T3X|)GMV<<(<5V7F0^H "9C^< M2->@>|X,D2&#>VLV|U@HGP?|S|C|SV|>|>H09|&J^C|N
99 37E1&QQNE@# M%#AL=;_N8K7|&Z\$5K^Y;T#DP#F37 _J|S|>_<3(1.66QYS|YNKC=UPLS|A9G,##&OV9|J|1A8QR^Q|T448H|J|&2T:8F MDZXG&Q;WJ^4< "3CY^H90>,
(5FN6B?F^*Z=234X+@UUZ|N5T4R^L|A:1N|IM|;R=2L4^H&63\$N=M=0^L+J9 M@<=0\$G67R0X#>1,ND;5 E_8^; 7XP|F^' |\$FOWV+X.L9|@B5\$|H41<4PY!|<
M|,ZX3|Q|>+<S|BPM|D|D3C&#8|I|<7%5,^>#Y_1|J5B,YS@W|VZD|HJ M<=>U19+0|WS Q^U|D5H|E&8|U|Q|O|8C^FN1+<C*30\$>S+\$4|N3^36H00S|U@4Q
M|T|ME<0&L|5DH|CQ|Q|W|D|<G^>U^>A:9E4W49@2%|Q|T&R#;|<Q|33Q|DD22|J0Y M2IYNY7|W-JTQ|11-TR@<#;F00R0A+<G2,Y^<=>15H^<C<R\$LN4^_3|+! M^8%>=WT>|S8%
(1-Q+?U44&S|@Y.3RA|I|QDQ^ZC^W^+1#P4(45F72 SQK MZW%NVR<4Q|<M2+M+V9|>CB, A8|'9(Y,N, LNZ^E_<N^<+I5ED<I|G|JFJL M^<3G4+>%<5
Y,NWM\$U4FY.LNR.9;8VP|H^3G+0#5@U,V,J^>L25M=(HYF=U@ MAP=>V=>=>E>: C90<0+1_/IG\$LO|W.LLK>_5^Y8B;C,P?>P|J|K,C8-X6^A2=
MU7|KH+^J+=>S3R;AOU@B|>#F&KQXT^39@<DLJ50|J|!>=>@)S4A0#&H2GZQ^% M#T|J,KQ\$NFN-QPR|I M^#<A0D, DZM>=>|<K^6AA@>|L+LSGKYK46F M|>Q
V96D.Y2Q@ZDFS@-OC,(<E^<4F@W66K^>+|G;NG|<O|E>Z-GWQ|IGONL^ M?E_>1R

[illegible]


```

@L@J8A(Q<^2E:.(N9^)(S$*1J.GYAP1H10;OL M,E69:[F7]N5PUVJ?4I2JAHCOA6*A%D7(F1/[+:+,!=>3Q_HF066^$4%")JJ@-7@&7L14-^*7S@=>5>SF MJGY?>
SDZ2PC"JTB#:#>PILR47@61VPD8^*YN&10FN)9C$3#17#MM(U@Y6$ M0729 ,_ GD9 -18>V B,M,K,7&C$&:0&BBV5KK87^J)IDOV M=>="! 8!J'B3Y(%)&(K,->
ZBYQT(LU)+&G+J^P,DB#>VJF8^&(S&54A) ^R,M,9B9YJ&SOYF7_-K_G1^4 -D7ZYS1@JHHRX=BJ34A<&L;A#:"X$H(W2V.O,!) M97J(&_J-K_<3N82
Q/<^P^?+7^*46Y7/VV6GJ(6;QS)=J^"C1P+U+QDCC91^MR M6;OKDB3;DT>U A6GYRLI=>8 X=85<4^%6V2@1,V=1&J9C; MNR?2H4_U^&(O7HHR,8_&
%>PE^7ITXR=>=D05%4&XDH@LPX?2335K,^O7KJ MXP0J>C7>N6?SFC7!>->J_ [LJUVWU?1/O2W1R.N^R@L>+>IXD>U5W^M^YN^KOW^<6)9EI>16;K9Y.(MUY.%GJS/JR-
RWM9M4MT43YU>7;GJ^+TJ23,W*18UV4Q59@O8K1ZA+^H^NM=F_&WK1_,ICGP M%Wf6WD<+&E-K7J!>+VPNXB=^4Y<+^?>UJ^<^N^2QFO>S6D,S^ZLO>_!>:1Y?
7^Y6T^SEVGFMW.WZ85?O=>63$J^?762177W-^CZ M^>_H^P_C3P1JR[S+6+K-K-W^NV5SWR!=#Z;SLM3K,MT>_XVZ[6+V|HWK;M^<30.6!>JRZ5MSJWL=+>J^>+9+J+H
MP_CTV<2^SMKJ)JN?EVL>+J!>+9MMO=>65YU?>=>9JOBE5^M2MB=5/6J3N&V4F;3R+?O0;M!D61 DB>18,M@&U&+&+A,L8XC;^ (Q&-TW@,1K-N^F;C920?4W_SUF7KV
M^69^57F7JZNL6.26WU_U7+Y+Y;M)O;7V5^D_ [L/SJ?3;KK^XTBC)=JES?7^M+>2+<=>JRYQQ>?>@>4K0^X^7G9R#&:"Q_UAF<:"H*5^! MAP<3.(R$^FI^2EKJ)296<_QF1L,$W
.16!$SRER!0%KJX(MK9577>2^VL M,K.88AZQB@A^"SJ9G?GD+2H^&(A)(H5XVJH0&544NHMM90UB44J@&M^8P1S0&X13:BXTYR722=J2!
<N#&+AA@DR$H?Q2/>ZE#&KBJUBLJ60-00J M^>_&41<^G3A5=>%/Z_.TG(1;8?C5?>CJ!%#W=N^?H!>XZAS#,UIX^H^9S$V M=M-Y#>Q8F-S44!#W58J!72">&Y>06Q_9R;TSNWH
1097 M_6)9G4^"90E,1W#>^EZZ>?>K>I>^>M=K,D2Z1JWJ1-3106+&A10?G=>OPI^M^>D_L1PB>80+4!4566N@JRM18>+Y6M!>=>[F;JW3=E,I^FN16^C6U,Q;O_ [M
MVK!#JFFK^U-B.HRTNG?^719J@&A@&[+T+>_ [UWV5^F M/E;F^J)O:FNEBNT:G2?FJ2S3UDBP +1HCL^W1&N(JT7EBA*&(U@#1$>M^J(M@#>M^>BARJ2YWB08,^&A^T#Z3?
DT>U>Z,BFHX10Q(3P M@&B,JN#&!)CFC?23<T<7.TCWN,Q C2^X7>N=(R#H^A+RFBFD6P2C-W3Z@0N M^<S>=>U>P6>P>PNQ_9J35(DY^B^T)YFV/W(SH&^6YU/FSQ^<^0Q)?
^R15X,M&K!G(T^P&M&B18N^ODI!)X58*6^J^>:JWY5^+5OF+&U^ [A_UY>S=>UO^<^ MK^4?TEM(O=>?J^J M9J->=>=>R0%<=>Z=7R7X_20TWQ%
IG^>N/TT=T^"B;Y57GD>="ALY^>LKR^> MRX6L>^&C?776Z?&#9J_34B!>OQ<^<0.V%$S$)TGZSG3RL(&_U_2&FD=>_DS MPR@JRH1Y3%")S^FR&ID^%AWF0-.0_GA>_KV.%TF%
1!>O31>?>WXB(>_MSW?2I!H!SO>?>SR?>Q1V2&FD-JDSAU^&K;5Z<-G8<1U3?50!$5^=>?IE%JACE!=I(+25C?&A^>D1OEOO6U@U M^%36PE=A-&*>=(IH1,W_-X)Z_>
%2$8D^U_>)>)>V$&U,V+6-X[!H6!RX@&9&IR18?>*>Y$&UIH MJ41P14118E0W3CIDN0&B^&BL(TT;84^&GP=I!J_ RS7E1L WH2>+W$ MW9_JNOMB^>Z>8O_ZOLX=R/TTJTM?>S-
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Y^4IUF6V/W>_>+>+>5^&4;MW^<^NWI>G^&4JV$&S^JWL=+>J^>+9 M-J=NCJ17B_&^&+Z,EZO^>=>?>O573>A_ZAR02Z!$>3>5FM^>YN5F=5,TGO
MOBJR$S(5Y1VWY_O^8E.ZI<^<^WCI?^>M;M2J^&Q&K^<J2@5L>OKX;#>=YVJ!>^<C<6XNUT M-?7369FBSZ>_>[&@&+K^&FNC13QIYFJ^>^>AV?>CF$>^<^C7_!674>9 6!V>+P M,VY.]>D.>
(LXX^ID^>Z>X1J5^>M^>M1AIWJPOW&6-G^&FQ9&#>H!>T&E!)%&F M^>FG09Z+VJ^&KRJ_7-6N>RC^G=>U785;KU5G1N3?>M(S^<CZSA.3N)U?>PQ8 MS_>BEJ_16ROGFD?>
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V^YVM9J;RVM&=>v6S_>NL1^&F7J^>JY^>ZBAF^>JH^>3 M2U1_>TJ5J1J9E^>J=OEC^>J^>7^>G^>Z^>K^>K^>1H+>_>Y^>Y^>E?>MCEJ?>KJ?>X MHI&A$>:1J?>=>MRE/PW2-YH/F@SN=
P+^>EIOX.ZV.G.89^MHFC@>Q.7V->_ M7OHW-W/S4_>0KR?>?IK K:TO!>FMT_>X96^K^>VYV>=>2(1DQ3)^>=>=>R4ZIHJ^>M1=>9 Q4ZJ^>Y^>K^>OXLH^>QED^>(<O^&^B^>JHIU=$^>GCX/D_>I5%
2RE@>Q4& MA^A^1+> NX^OH!GQD=AA>X$6C?NL6JOL7=5J!7SJR^>C135J0_>D^>CEA); MB@Q^>A^>+>2+>6J^>E^>14GC^>#9>7 QDZJ8&AD U/(+R8^>+P(T343AJ3JF MM+
(4086@>KVJ/U=U56K3J(T^>AHO&N^>C/=>)>RXY>2=>MR34J1E180;M)2U^>BW4^>_1IKI>P^>M6AC^>C_5 I82^>PD5M^>I#>L#>M1^>(FN^>6@>J_ [LXX@.66<+> M1E8^>D(X,3^0^>
(G1FQA^>C^>Q04?>7^>R<A!>BS^>0L>=>L$C;J_&80^&F;7?>Q M/GJ#1^>X^>H^>E6;D9^>(R)-6=>GL15?>9PL^>L^>_>YH^>Q^>R.SG^>N!U+>_ MAJ2=44770T$3U1U!
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94>^>X^>X_KC$KZ/U!>A^&
```


8:~Z2L24>1UBKH7 7Q0: & MN.0: &9R0L1S1?&L4**7I:(L(K(5-J:1V9200.EBM9Y4KG685G?WJH?J2L* M092**& TBXW@4M&6D#0<.%S&#+=):.22%0(2B13Z^&4:CIU011.3=DO4N MC00NBP66#++~ 51-FV 21JXXM2D/R&E&W\$2%+~.1A1T=PA4CE00Z66#*~.1M+&KLX3Z.24GMA6=&~1M+K+G=&IT3C51F%W%2> @/U7X10^OI&L20*~23V\$K7&>CKI&+X/M3->&~O MSO*WJIF+M1<9 #1.~J:29UNEI4V+Z*XC~'X^:NBUI\$@=M M<~9(Y=<15E#FV;6 ?GVF%+I/ZU/ ^/JLW4~B%K#1~):~V:[F55.W/V/PWW~*M^GHX1(20C#F=3.~L#IZP L+&-NWX-B.W=Z3?Y.SOX8J?~1^<~NO>~> 1FIK100Z^ZAYC^CHX94D^0&?&9?X^@1R.M.%G152 L^F(<~>=YJOC2D.~Q^Y6D^81N215YWL22S^GX DXS=>~&L&B6~1L=XX&G6~N1^?G2?1=IEW=2M73=YM MBMCCB=QME:N^XR:Y85+IIG3C. >^1=TF>:O+5YIUF^1+JK=9C^E26I8^< MJEI? GSA&UWO#F./ST5YK-VIODM^C~1.7^54L1JH^@9YVU1VE~.1I0HSX< MOA~BCOAT^E+U>4X3KJ/P/-IBXOWH1&PZ/855V/O/O/OMEI>F#T MUA@91O4I5141JC.Z428&4I4F-4YB4J4PS=C9&2^5B^Q^UO?5&K3>17B MN21K^+15.N.U+&O&EY.K8341^T.P2~VIRI#P0&I1UW&O.M33C%207~.MZDLI@SIZSNIZ>F&Z47^N1 \$%R:~\$Y Q\$^&QR\$?+2Y>.Z=E(DNG3YZ+M1I^W(A@R.+05VDC M-B8FE^U980HE76EB&@L8610B/6RL%ISQ+^A(OI:-EV=PI M.(II>~.JTP.FDM=1BWQ1ONPNLP?>P2?@DNC0.8TI+O1+^HEUTOC.CX.(I:B1918B&X+5A1/G?~JG=W6V1)5%9+I1L68.%XY).-~+++:~MPDY&D+(MV2.\$* FJMAIE+JXB1-? VZSUMN.X4HP.LI&UYPMOC&6GN^DQ14I^ MASE>NS7?>~6HP.YA^OHOJR21\$%K. 1#=:1.0-1F3A&4SYL68+M+ZOJ17^I1L&M+&CG422^J20JSIOYEOQ(B\$~.14#>@PG.-+~\$6\$)4@ L4^IAA7 MO5W.B^H^8M91Q1J.R(I@&0E2FV^L55d4~V1.^>3J26W7V349CS)=8.5&R5%MA MQP1^9<~1^TZO8IRTHMJG(I(LK1V65%*X^1)B\$?~*~C6.1/MBL5.=1+ZII^K.I=@.%.:~P O.%&6RXP1.#4<32LJ8(DWI<~&0:8T^M.MP@V1S&SB\$4ND35+&(6A199RD(N9)NJI@H1^?M*J=KU>V2.O.JJN.C#~GPTO8 M4IG/<~&BOJN9R5I2IGY:07J3Z2%65Z1>9ET4DI+CCC7 7&B.+~6 M.D2341.^EZZP~8EIT9PYB*21H-JZB)&T^*(IP4?T. ODR1/DNEM^>N+9N9 M1?~5?3TF1T^L&R%>E^M4YCEP1N 5A I@&(SB&0-CP)03B1^J#~1.A.M5B01/ MZ(I9KYVCB^OH\$522YF1T@Y3CF&ASB8I8T&DD1)MJU ^L3\$5149G6G;B^/K(S.D72A6694I^L6H^?>?HDUY4^Q1F M+2UQOZ9ZR91&2EB.C8&2(2R2C^M TY>K-QOI*~**> @&(MXMQO+WE2 S^7I1M)(I1TS UYO&5+0.^DIE2B).>~LJR1:~*Y1FNKE*~Q@>~*~1V-7?G9&INUO MHV&I1UJ. OI&E6+1.OW.C@FAI&NW8L1^5.KMO:~^IUBP&~>@64WDP.1I7 MRL3(I^?D&K)GIY<~%&OGF+&L2S5G/P2C0.BN1> \$&(3~TPEC&4A.6TUMP&A1 ML^NTP Y^NCOD.61JHA(L^<4.EAOL^ND9;H1^9XG3B2~. MLOOG:DZON&KRI Q8#<~ MHGF124(\$T\$8F05(ZM 2(&0M1M91AHA~.L M./9#~.~0%DNB=&~(X+AUOI@W1*~4>M*>~\$1?Y&5\$^J^<T.C2WB~.. M6^F0B8OAP4.^*GP4^WZ^&319<I& (M31%2)+Y G1:~Z06R1NH3(S1K? NO<2+NBW)F&W<~(K#=:K+I.W*~@%+T8 M+ZTAC^CE\$94A(SY#1-8GB(I)QBLG\$5C5V)3TI(4(CA~)*1^7F.B7KR8^25\$ M^1BMX^=PIZ9@9S\$ ^Y6.%V&TV@ LIDOO<2P(CQ\$1+<~2)TYI9)+0. &O M1^15^0G~8^SOQX9A^XIE^WO-S1J17 3L JG-GV^C^?Z&M3 FM5A MF3.K&LIE MPV.51Z2NEY4I>@.0I70S4M&0&ZSN7155C(U/9.\$6%U 5><~&S~ M8M-4TU^E8GM1LQ1^5H 139KVU(\$BA=9EUGOIN&F7MH-ZW1Q1J7V1JL^BM A9J17&Z&U5=WD 1I^1.V+10.00I^E.AQ>~365>.G4S1K9ZE1&CV03.35> MOD%~VL2 SM_70#V8AAK&W/W1Q=T>5 TN<5Y%/J.C.VW~T=V~%4WYS^F^OY M85IJC.-IO^J^C.C6475X&S1L6W>I4.A1OY/E^MM3#10R&<5# ~?MV ME:U:21\$4#DUVH^SM^(< <~XUIEH39<~50^@M4VSU1M N>D1X6.%N\$%3JBPS M:7Y8 \$90IFE1^?4&KO^M=UJZT^I6K5&5&L+H-92T(I@&SW&2Q6IGG7H=1~JL M9J1I>0>A 2TZ(N=Z Q_QI@EILK.5F76+4B#2172ZY75 M:AI1R=Q M^C(M\$7XPIOP<~?@+&B18^X^JG@I@&WMZEISL+U 3.C5 U3A^2VEHUMD&Z MTR 1~.~15;FYM)>=>~M1Z-9M1ZRN5JWZV3OYL-QIV~1=E^ZSKNU<+&J M1>~>HZNUD=&L2.PCR>@&~XTKIE 2XNY1 @.MJ@&E.N.E80:1J3B:~.MM7.30SG9E:U^2LW.MDGFQI2M=&IIE.MI.W.HP>~%K/L @BHI1=&FQZKQ14S+O&U.WZ=>I229^1LC6:31W9MBQU:~L7S&X1 L.MWDYU@N.E.S0:IAVU3JZ1(IJSCNE.YD.LI&K^H>J.Y.G5K52LD4&NX MNL.R:~&K8#<2/L1)FM60/X^TN:UC/AO-Z^F:RDG^<~B/X^F1J6RG(OWW0 M<5E+Z~\$U G/2@.9-ZO@ISEK2I4E:T&OSSCI=IHW&IC^*!^EPID! M:~\$782&R.W+1:3FC1% I:M /UOIV-WIK+SS5I: MEK? [#1^ZNMO416U31<1#6.5#W>+>U5X1&LW<+&@C9R>P+1:9FPMPOF M#B>1^I<36+>3GXLR>M^K CB@N7AWD1DMQMD^H5828(VZ~1R&C=RY5)H^R.)\$ MB4<~.C(LA1\$=9(GI2?TG>C&I4\$**~O.SE2(TB+M^X2)2RM5M+BB.\$5~.G7 MO 1WONJ1JL1Y4OR@;2QOV<~&B=M8LKL01XRV\$S+@<~&GL@P!/(L(WH>+> M1U>UO^RS&X1L6+5^2DH\$<~.~KIRO7+UYB^F\$>F3J13A:9@+&~)NWVX5J@19200B.MMZTOW N9F4C. W%~5(C&C&XNK&L7P\$ 7SLW6G#M^RA71^JU M+B@0)\$710.6P4AL^ (D1U)^R&4Y2*~2HP1=R^>SHS<~.~\$&OH5B=(81%GXW.MIU<^&K/EEZ^+X^IAD^CM&A1)@.CZ=TB8H@P^7L=YS&A.MYPA# 44%17&SRY4 G24\$#~&DR61^>@NH69> (\$%BIIU)&EC=V= ~F4@K)M^U MIKNYO?W.SN_G@(+&W016 L+^1^TV5&SXNN5 O/=VZ~.~#<~<5\$.Z%7^~M>M1N?I<~&XM.YZVOAP.0201Z-9F>V=ETI/IV\$S^N MW-LCI^R<7M7>~T4 [IYTB8P&KW.2I^=HX*~^~*~ M^#E1NXU&+&~L[ASIASI(+B M19TW.S8G3N1^&-KZ1^ K=2207FEW53-Z=59XLR^O^&OEIJ \$-IMH>~IRI?> M2/QJZ=700BZUTP? 2XIQ KYRF>~>5GL>KNN^<?ZRDU@&00CMZ:IS&ZL10 MONU^W+HZO-VD H0.D57@14QC&B;X^?L>@OVI5.3-QISU@NKQ>~>Y1OIFL:AA4FB4I^W^Z C&L3=AL:CK19.Y@^O39 T1V# JP3A:YM^U&HL8.Q.LG@I@W6INAS&OJPD MWO#~^J WHXB+2R+.#:FS<5)HIS9 > I@SD=&6I>U>3I7:HV&F&BY1+&.87R M&(JLD13^&C^&R0D@95^1V#L4A1B^H5I^U&F N#~14K:2@21^&O2W&E&SIIDP MIJ5E^I/GI <~9IFE+&~X)JB&~>P.A1SN<~%~ H%IIM=WEB21^712Z^*1IZ^+0 M1:&+OJFFW^&2 UXHC&+&\$&S+P\$~XAAEHM^%G5:~>P-IUHW.PW2K;M=M:JP1N: 1CO&O&G&8GG7>?>7#0

[illegible]

8N2'5*~@Z2[Z1GE@AL?D\ MSYY\3TN>O\$B)-8\J8X6M\X"1J0#;&U5L4P=UHI1P!5/YZH2&K\I^IJN@~6T M'?
\$4F\$S3P&0R0P/6I'K3%&:~%>'%CA!RS1T306L=W%- BGN(\$S MM4U=9\M'H 66Z1@Z,+GA>E@J3,>G M+<6VHLC6
J>VC9LX5?Y06:X6+U,/\#4^*~;RF>IX>*YS+2,\JGK&6XM0L: MV; 6" U%,J B+ ">MM&4=U\$!W++M/ MBZTX/#G2;-
=)H@X\G'.N<324\$KCE\$LS>);2\PIF*:!F/B_Ys.>Y9*BR\N M*6\SHN%3%W9E?4J&"7:/H^:M5R_!4L_4S?
8**SWF1, ""C3""MLL\Q04J5S0U M\XEH'R Z\5F*Q_1&E#_ Z1%# LKB+R\ Y\ID#C,XT#C\GG\6_HC7Q*WSC+TD6
M_/9!XH"6.=H/^8) &)<1(4X\20D,F)((@X*) (9\/%^EA.6A"JQ\ VW= _J/-O M:PCPK8568R
^W#7\$32V+&1L;VQ.D#CW>KB3L!>PE^,0S#^ ^KSWG\1/W8 MW \J2MB\X'<%GS/<>]&\$*%9!U:L_/(IT>
(R+V(^3N'RY:JZQ+X1!/?6R)ZZC MX7>?<8"PC76?05N>[S]\^:SVL0\]<\$3'W,FAFI<IY,3V\I\N\IV)89L7_2!
M\$!GWS0B97=AZ3\JC,4\$N># [Q\RXKN^H&*[N\Z/S^(FN^?"S2 MJVIT\I7EF#D M71A%PA\A\J\$T_94'-80T 2&#
(-1>Y"M-ZT1) ^RG)/D\! 75.A7\VD'3N:NIFA\H#C.Y8@8J M9K U#?@/UVUN,=JSMO8F@B\!R=) '-6'E'54Q?UQ3&
EL)0RTT;1,SLRSWT:<+ MO\JC&:OR8_3?1!>UL\I^,6%W+U+EY\2EN+O7_ ^J.B.8\$,1H,6,T=Q\PW58\IOX.G\!*<
(5SP>)<C7.TRR3\4WC6\IEECXS_!"Q30L57\$Q13>+6&J\!F296\KGYHQF6+)<F7CB+5&8C:Z_?4\J^*N.Z%B8\YR
M82Z\!F>*HZNN:FNA%3KZ\2<*335EU:IP#MVA:ST1V>!\\$.E0BLW3-="(P5\J6 M 2F%IN+YG\!H1N"
[KN\;FKT506E&JLD""Y\X1E7\100=.%!30\AT: ^;*NL" MD6FZK#D7+C_3&ZTGO^_9?F\J&-
DB<*@.Q6CK4/#0MW4=:Q6\FJZ8CHV"*\$P' MBY@Y\$?.0<:RM*<L:E>TA MZYKHDNBR-;J\$1P/?
=CTEBK#"08@G%&PG5#C0\1C:>"K5(-GNH:FN:IB^XZK MF+KE*2XW?<73-
2,,##>T+./V=.G\JGO5W(<I\NK>:VI6_ :QU=H/AMH\!@9* M\GMMJY)-
>GP,*ZOP^2FA\JB,V8K.F<1\WEHL&AKPS74#=.U3-RD=7S%-+X MO*&9BA\%JPM=!/6%K>?W
S#EEU"VEV\EH;\$\2?UZ>/U65&49H,T6UT2\2 M&D"#3N\KFFM;S K5T NVW/=>P\WFDV"=&I8_!R-
@WU#G0**NX;MV%F\F6U@^' MM\$S95(D.R:9)8CG7F MHB26\1)9\$EI(A\$*R*X>W.Y4K@&:
(>6#9VDW2UQD7#C<<*EF^(XDE A7?&*+<+5@P AT> M\J:3;2>?NF8"ISTYQ@Y\8D^.,>:ZMAYQ1\["\$IF,0;Z
P37>5D\!EVX-LL"D*W MG?J.19DO@G*18^FQ-/R9)UB:Z3.@XS\$N8U\I-2Z")"L =\$=D&NM>6K'U\JPM
M""ZS)M+&D\$GHFEC'S9BRKOV820\? Z#G+Y)N58DV9+%4_9+H#\$O?R@D\V-Y MB'08,YY4&9Y(%.%5&PN7
2P8IYCA3%),@*6\$YC.D*>BN1J;<%\J)3EO\&38 ^~"=3VS+ M+--@GNXI7N090%\$6QR.VFN*:7\J09?J2KUM:Q7-
N,'-5T525T&"4P53%TWQ- MB0POM"/?+=GM:/@O\!F2?;"^< -P*W.@K:L@OVENJ^/J\!59GTD&0^/@AS M5G
<0A+@("94U/(@YZ 2TA2HC>?0T\O \9-8D&<%YD\A1:)QA5=2< Y)EK_ M=85KQ/XB\!J2_ (K\@@"WG(E?1\03T'UUC%-
^W0IMS5<C2K6@ 6'9P6V9NEF MZNF1?KJ=A)B\JO19JB<IQE, T+UB=VJ#%:"U\I[X;#EF-CCZ2R6*O=L)
M\LV@G7H-,!D_VG^&T O\JZ@'3=LP4;^X&2\A,>5M5V-(OS2<4CX-&FS_ MPCHZ\!0U@*6!
[8.!\VPY*LI>!\+2+!WVR/U\YS'@X)HOV#5N))D=<" L:IJA' MEL?">(Y8@*8NVLEYM5"L#6Q0V46Z*!WT9B)\-
=JGCNRJYO+!@E-[S@5KQ?F MD_ S#="QX9DBZ*RB\3LF451#,9R9>S49E-2F^+-ZV#A@8Z93?L;Y" <:\$H6
M*=#P9N,-7MDY&F""\VJZ'2C.95PQ/<=7E.8C)5_ #-P@P\J3T8*N<*QCF@>,Y MBN5S4S%A_E28XS.%ZTI +-V.
(E_ =+2_2\&J+/@?>?7O=^F/S2+J' C\J\WY MMOC\!-"?C\]=CB JO1-+-S\$;J"Z5.9\!\$U7(OYMU4%L^)-5-9+ JI.% C>_S\IC@?
0MU:/IFX%AEH%TIU_5V-*Y\APDS+N,X-1\<_#T:N\$S075S#.ZR7+I\!\$R&X9S-.\3\NC@7F\IOQ3\YXNHPPFYF,JXIK,2
>DT>& M%6F\&V\A;H7:LP%KCP/V8("R\BW\I<J'DF=S@/79% C;#MR?Y-RQM\J1&/^
ME\GZH@("M\NYI@:NYF>18KD8\I-=T ?- +/(M\$W54%4\I\J\IQ@83H\K*7IH MX22SBD,"W SPW44U:5=4\CN*
(QS2\!M% C\JAK\ON M=MU.,^)\@I#BNXOHFV#BJ:2@^!\O:8'@,70WM(+RFO=)--R1.\$D69!;I\BN\$ M\IV
VYVE1\6OP9_R95TOWQHYA.5\MWX%KT\!+9G(D2M&"@V3-AY=3>E=6."7HD ML'D,*^%PZ\!I<-
M#5R_8\ :0%BXTMV1\!EJ&CE7>;=VTP7C27(6I8 V%F'N)
M.S5@:"M\IOGN.S#4L^#D\!@4\!R\JWS\!88X_%#5\JTV\AVG\59L^~T/?JN@ M0Z7@
5(B'BPH>/KASVG6(3(LI2E\Q%*Z)B_>5YVN3X&H\$Q/^!*%4<;12_~!\:~!"*I\I
M6#7\$XMBUF_\$C7Z\WM@RD>SXR6D\33V?#VI\$G*<,NKXAPR\J\$KI'<='FPIFY\ MG.)LI"\$EM=U^S8OP+A6?Q:"KD\7L
@Z=!\>2_92U?>7C7>2%&F' H1KEG\ MACO-N:NT"X2\G)V4+J-9+46*?6J'A)\S;LQ:5%L6&.*SC7F:JM\!&6
MD_40;Y?%GI!_IV SGU\1)N(HOK 6K8GTFI<=>#P\RTI:WC6V8_IN5:(N6_ M7).IO\JIG#8\$9'EUM(I'E9\J*^015\F.XI
OI\GNV\!AQ@= LS_-#QX&O)*WXT5 JP MP:NMLB\LF/(HR9ZD\I)\(GV\J0SR7VXB.V6)27_1_R(5@.@@C^?)O5Q\0FO
M@Q;!\W";-J&E,V)X@=84LBP2HC1_'O15:RU\$&(-R.N.^>9L+ACV,RU%8MC^&2@10HSP=(.79P^<;<_*V D'-P MI-
+UZ\JVGW\X-X#T%1;L_1BH:7DZK4\Z+&34PW\!1T7@)5BS\%3^<(H\$E\!K'F2 M>!\+*(M9M@!\\$84PR#(\G0JXN
)4>!\BU8-7VT%\$%1\$ "P EX(9 >@3F%P#X&ZH26(C.B#.)B0PCP*Z^U5PQ:M2"#UV D.29>
M91@>#CT\$!>=M\Z#M46\6L\!5%CPXQ9B@I6\J7\73RS00E? Z.??W\!@JYZA
M(F=%5YT5\CDK>L9>.V?;J36LXDT\I_NXA(?H.A-5-NY\!)6F+X:?. ^O^L M+KB?P"S8+L4(+3_@;!\F+T5<_ \$4#1_!=
[C%!_ ^G^?7S5V: G\=MEJ8.I K MEH\I<OZ\MMQ^Z6\@1*5\!S\!P96K5\$3W9UXLDFIO\?EWMB^"7! 6U35K?CF
MN\B\$CP9OQN>),K VGI_%#3>ES5;2%D>OHN4P!QO#G*^&>4%":OC.)&\$U2X6
M""^NPK7\MTK6X+7SIQG\FZ@MK.YO5)ZH-@Q26\P4N93D3>P4?*C3E.>\LIA MK?J56P#,. MBC%\J5HP\!XSD^C
LX66%*,1AJ0?_@CFSE.TK M@>/#LA2+PY\O4H\JQ\$Q)Z&_(85TP< T\A)(?6(H@JR'\$T:C+%"0D8AJFC7\I5 M@I5+&\$?
1VAM H%&>S; @-=P+2QRX501GY:B:26(R7B\A64P?;.#\$^EOK#I\ M*WJZ\76ABF4>^XM2+ "+%JZI&\#00@8?
BK*LLP1UB\JQZ4<;G,+.#.Y:EJ.# (+ M+1\$C C*I D2J:T>J N:C;%K:"EYTG8!*IE+X&62\I\DTN"O+7/U:;%3^B2X6S-
^&T5\LEJ;9"W5K@;ZV\H M&/?A&XKZBXD_3\$!_NU.A=U.#BL97A>W\$F?OU\FV1-'7RM/QIG*)\A M0,?
I+S^4^2\?R'JXGK=N#=#05\!(@7\H0 Q\W4<7+;(U U+Y+*E_XV7 MV<.:GD#_74)8MWSV;H^T.B*_.J\I
MNS+@DFJ.6A=@K055H1_ -Z'H'465FB_U6NFUT)%14P(I M-W4\6MYC-/I\+.;RM7Q\F& 16H0B+G3X*.1H9\82(=
(I"PH_:(GMKEW" MFQU\W^4<)K:@[M-Z+@CA"EV#;ITMZ1&J\@&)Z\$T\O.(?A\N%/53ASBJE\5O?
MAS+1(+PHG*GBE^KOR\&OE_LQMS!.)+DO3M0*G3*)_R@3E7;\$<*R0"B@/_EI M@_!104IE?
JO59\$,+A9R%N1@T7O^5N*LU;?W8\HMLF51'KNWUQK"N;IS'5B%U^%8HRR\$/HN-.I0:&)W0 M0W2FPVO7Y5?
4KT.#4NP:5)-58TF6.0/TB8D3GVI\$(K8>+7C/AM?T.K>5_ M+^+@-^@UC*5H"4_S.)@BX6\OP(
V?/\LT&5U49DZ#T'RA\JL?E-S(F>P&C M5H\!F*#+A4UU&\$:H"9J88@!1"J'T%YB@8>R^@S%/_#%
<1\$+74PER@Q+O95 M\LP0IUTEQ*FEENQ7K2C5"X-/B_O"(NNGDIO-2NPI68@7_!;(V6D\JG0#,P M%51Y?
5=SY>I@FY "RJIL=SZ\$NLXS\>69K'F"EC-OZ#G\O@HPARWPA"^ MM#X+5MV2Q\!7@I=
\$.MW<T\A\5T@R6DS%&S;J&\$A\JH(#4.O@^9@1X;O MQ1\A79>S%Q',G\$R\BM-MIO7UX/YZ2_7\"/B)31)
M92@O+9%5\$B?H@3AHD(OT2\O6BEU%L#3&/\$'^@T:H\!/(? 60\HA1,>)0J2SW M)7GBAO&*2&\$\@9WDU7
WO/>\$FA^)^6:A8-PO%B@CW26'1\!OYZ-13)M1"EV\$- MNSSZ 9KU3Y\$!S=6-B8NL8:J%AJP**WG&1E;<&27N)AOA&?
B"1N6Q*!&*^H MZ\I>KCA\@ J\ T?65\H58)FXWU1L.\$CZS^5L\$?EM.(?&=W*PK.?ZNFS<8L ME7%?:L\$Q1?
+*F"E^2NVN0E\J0+7&4XZ2W\78038;%YC/W\ 2?R^:KN+7B88 MX\I7K87&RY7E(&_.T6\G/ 7X0-'%P_H#Q'(VM
M+Z0J_/85Q^SNP,@:T:@K_@.R\$*59WJQ#^EW1L_ ^*UVG>#Y#:+%/I&S/+ MP#@&.V+IV6JN:YI?K\GS\0MT.5
%YA#EV\C(\$ZXD>L&1\!+-'J'C(412W. ME756^.)X_U%KY9RJLVQIO%5JQ\=#M:\$IS3%@PE %M)"Q(7LF3?6QE2P/20.
MLU4WY_"&" FH\$TAZRG.80#Y5V3&V*V7>>Q\J_!TJNK^D&J)=\HHB(DB4I
M5)1AP'7=E;XL1ZO*,O(B')'O.C%I'0L2!)U*FF&MR%Y&NOEF&5Y%E,RJ\O\G" M)HT\ID^ ^L:I\O\A:LNS*4.R>Y3(0&6%(*
<.);638U MQD4^S%=&G;\.!\(3)'L5)\@9KP0+G'A@5:&LU/\$M'XL9"^4T_RIIM65N6=;J*
M)@//&MGOROR=K.%Y#N8A;BG73L (@5_M>4CI0HP"B\J9/-3>6UGB^7VRO/? M?&6Y^%PNZ?ES\I5X(0<)\BZ\!3+
FKY8TE15@8\5B#;S6F\$9JE=:5T5W+ MT#*=5O=NZ&TB9\PUJ\=BZV;I:;X#IFXD<7A-F>-0'FO\J&D"^.*^&UT&"
MVR=96F^R85I27"C#R(2+RH779;/WTES\R\J(881DI3G"P,LL.E278M@RL.% M6/C\I:8846BS^!EET0178FJ6*O921(>

EC/QBGI7K<[G MBH?JHB(9G8)17I M:!!9LEB6:ZE?|52O)97?B7. ?U5%LF:F4IA M,|>.KGD65^EL<:X%,RK
Y%XJ:*FPZQ^?V4?5[MZ4I%(W?7NN%KC!<%0 == M08%POV!D9W5^?S|Z9WU"JMSS:JZ_R M=,KJ@-
T8\PF)M\$|/FOO=#Q>M/?L%2W^:0|1A8%#8Y8-"D@,^!PP.C:HW MEB7K6Z?U)L3*DJ005,09)H DU!|
<.:VR=SJ1QD2T-RAE,DB(61SS1)(!#VV(B_M_!K!:.6'67WTD,7*XJ=JX|35AS=X>|1F0S_K/V2S8X0+C39/Y!4= 3VDR
MC3J]+2SL41!|G8E8I+Y;LM 4R1L72@|_%0|ZD C>5:T,4+!PC%/T=|:!
M)I765>W^KJR=5:\$#N0KH\$D459OC|9@=N>W'NOI :K\$X1*Q00^K^V |K3^8JQ M,
BZ2M4:9YY86V|I+U_|+N6UN\$EY>6QJ:5.)78:UTX%%%I5/ K9K7H2--:ZX M@)8^?JPL ^::8P|:|8|'3,WPLS&L@7UN:
D41O?2IC\$J+1S+D9#L#1:Z%\$5 M'IB^(X4/K=G(I5&|#25')I=7N5I9F,T:E &>:8TJ|= 2\$&M ""%G*YL+?&SX
M#U|I6ZIXK"LM0X 9J*1>|J'^&(9Q8:5C,IJM'4 6(T>8<,+^JF8H :WH\AG
M#3<8IKK>-'9|70I%O&?4 _!S|2#B1B!8O\)|ZW7"P=ZLO6T7QZW>A9Y>EB,I MB<6+&,QJ-
T6LK3G:)R+!V10^X*J05CNMC5GD*4@CT5- ML17I9DV=F3I*8K40VQJSE=1JWA+Q!D'C>HARUF2/X:NM+C0I-
HZ=BUH6L,^R MDM:J0?2B7JEM-1F*1E5*K=%&2#B5DZU:A&95'0 ?EQV+!)|I|W&= ZP04=-U MG+-PT&2UVZ3&?N-
T>|6QG->'T*O\$4 S6XSZ(O=E:K':JEHULPIG%*5IO+KV: MG%:!=B) IOI4L>2=>G^IV2=:5^J-J:OVNJR^Y -EO:"\$+_
@R9*FEZ;A-) M',KI?|?^VZ\$C)'^OBM)\A;|D,QC6Y3F2HD.-'/%D^>:/V8#-8R8SAI&&ZT:9 MB#F*D@6&*HE#
0TJ9UA&B#|_HT,7|Z4>9:4Y(<9'0"SZ%H"=@3=2)LX%)C-\$P0Z6|8' MN UG"<2C^#U*6+7=F_@6F15YS/D;5,U!
:#P!6IMG+%AQ+VU)RD>5@DRSCG M)%GMI0A\,W)&L|3T-DR43ZVUK3\$-O-* ES:4Z*1E8OCXN*I^OF5M/RE(5R
M/66^:/!G"H'A|XJ290JR"@ R>5"O:L4!UGMV)?K=&NK@SH36"/S(T^8 M_.\$/QQTN\$9-
W\$U6Y=LJH7HM!6XM8T\A2*=6PU(:JNB= G"QZ-3*3MJ:&\$9V2 M:WF""^3_16KRHTC?
|S'CAME,H1WG0A=@N27VI6W#+UYO2)^M9Q+=EJW%K3U MOM|&=A|>5(< @>-'Z^K+|AO+
|/4HUSPK1|:VTDPK2@MWLZ#F|CIM;K<%*1A9ZM30/EFUM?;PINNV8A?J MS#+8V52<<1211R+8:G?
4RM9*G,>51ZO>_@M7@=WBM0M1Z&-U5:PSV':P&T; MU5NZRV^@.5"%W+H%V|OJ-AE:7V5(?*UE-
|C%"/YOOP|",>D)?T=(#RWDC-.OG>O<#@+W4X#|0,:KWT1W:1|5K+Q:Q MTXU|6SGHEM\$G>_N6*
|+R@2/RIO%|@TR;U9=VV@/PQ:I0N@JE|H&76|72|)G MC58TP.H&|7Q\$<\$3U7!|=|D1|0Z*@"| P:I#P,Q?
VSEK8W0W4|@#=#Y%Q.XW5" MO?H ^X"V,4P EU-,?/Z,:S"@FSM|5 MCC LZ>RJW1?5TU:7&:~J+&,:?3|DQZB/\$L0LTC=?
|/"DQ_ =Q-P>?|J*4S|P1)D ML|+BH"C.B|(B)6S)STT+=A*D_ |+V|K_@*#57:@?#\$^K?DY9<:JL4%G=C:M);
M>@0JAU\$5EE7E?|_YE2;XN/G |NQ \$Y?8/%^Y5,30XIO1UA03P)09|,TC#?_ MOE_J:\$BQ58TN_6:(JLMVZ2#93+!-
|S|P|T8; 6=1!%S/,'4@95XW|9ZV4YZI M.>?=DMDQ|0G&-&F@N|QSS1YV3TO-P8-+A>:"JY:~UIU%1YJFHDUS-JH/(
M);RTFVZFYKMW M75O70L&7*,:KQO>|I^ _!5GBBA^QB-58@U791>")>^4)V%S6%5\$*>(:%E>L M&*~PRI@!C1*;QH"
(|ZIMNX_5|W|2:3O,AM9=M.ZJUUTVK:MZAJE>G#QJV;^| M_?VTJ7WJSC=
(R:80OIZZ%!)|OGY>G/I*K>SB*_ %G#PECF0=,+P|H&S3>5I(M=5Z1.CA>!"%O^J?W)7_ A>0RK.|7JG .DZ:8|0AS)57).
<(E.3.'FX+!;.%^5 MNSV4VKO.2=UD13B8OGLCZ8/-5P2*Y,4B\$P9TFPO.?XIY_MLN:-WWA V#KD>NI"+
<4Y^0KXXG%^:H'C5V_:'W1F+T1C(BR#.>:4NH&N;J MSYC%IW;FB|@ \$6.E7+NW5)Y=1D(4(7&U: '(M
0:\$)|@O'G.Q^@I@|F#*6Z|A#OB M*+MCAE6AY9N3FZCI(&:O>B+!9N" N#%VQ6P/+(%6!!HL=Y77W&=B?JQN1^Z
MDK|YP>(^")2&|'+|A>+5'_#S|WES(H)5*NL=I+OF^?HFN"/M<3B|B:X8|,3ZN MSWAI|ZLI|JL|3VG7>42?
N.YUOC31|&MUR3\$|.JXDH@MVZ8_?EOEKL^J|L4 MY+/@MX<6UZZ,X:O*|.8_|YKHXM+|V\$RK388|IZU|;
MDGV>5J|H^@:2|ZOB/*-;W9SN2YIUJES/'4+IHS43'L|6GW!@3EOO:ENV>^W M,|VR\$|3ES?
&L8*?:G1B)^*&GZ%UEA"U\ * Q)4&?I6(: ^T^BHW%I';R*UMPL@.C|B\$;\$*H
M"34TL|,0ABAF:5+2TNQ9|6|M@Q@""+@>@|C6|?7|= _9%|O#Q5V;U'/|0(|+ M<|J.1:YDS|6>91?
LL#%TE|1XD&*E|O:|NZ38U%VBYZ&*#5#=#?|*I-G=.G*Q ML1X>*|ZXI^&' :0>:2?>L_YBM4.G@Q:|8/T
SR%.W&>D@R.UZ99MWJ|J;_M|_7S/UJ4:3<8Y@Q=MRU3=@RWSU)O3Y|)P 3@O@'8.BW9-?0^2_UJ_Z&L G3 MA.FWA:
|DKJO+NJGU6>XT+1.\$OPQARS)DW3JXNJ|EN5|SFY2<%.|3L /E\$XE?
M3|79J9';4|BB<)^5PA,3ZG9E#VW/5X^/7|J&|I#|S#T,"AZT&3G5;)2HH>^ M6_+&\$&.08%V,4Y>UPZ'FQ|AD4|JC)
>#X|YRG|272|UQ7(<XN:2\$@Q4K?|FEW2;&INT3|0Q7K MH+I+V2RNM7:YF1>0SC'_^JLN92
M>C|":1>Z2|@|&K>6+;O.R')Z|5K8!.4A2 >Z2|@|A|+ M.F6+TFI218_+.)^84F=1A_^^1O'|50BTD%C:ZQ\$;JCM'DD|Q
MJSN:;)J\$V_X(FZ |9.F>DV9(-66UQ=1P0Q8V3<&#670<>NXCFSJOKB\$3<\$0
MU_)!_)VG/&>)|\$*P\$_.Z*BQ(CNQ|Y|>F@ (39:/G7(\$T&P|4AW";:RMK69(*
M\$_9(UH3D(4OWK%)%GFRXY(B@&:@+W27<AV/Z'BR9WCC\$C8%0USQ5\$:9+X)R MD5,8!7SH'0>>_ =Q7\$KU0IQ
W\$#Z(+JXG"=&=DTR)LB8 M('8@=MBQT#!DW2-|XK:Q*7I++B&|CRZAJI1HMI5JD\$B:2)M(>_)=8U>55:K| M1?Q
_#\$|L.M\$ LZ?IM->-'8^:"D&4091QN7U_V28T63?|J""C@AB"&(&7 M0UB:|6MV>|!@V&B|I^>:)M M#+ZF|^8
|1N+;X@GB">O)W;SA:~EC7X;WK\$T4W-(X@|CCK2<|KR)!~*JHV_VLQM,IY=4FSJ+M'S4,4ZJ,Y2?
HMK+5N^0U7A12G\$:9#-*>OFL/& M|H'X@|SD7K?#N:T(MIWH+L'VZ_@6|:7)5V77:2^HP M9%G3|P84?
8>MJ8J:UY|^Z6|D#45^:BZ|Z'>-242'32PQD|JBGSRCO<#6FP=% M4. 9H7=3J_ 'MPY+U%D-Z|T_/5|D|'-
_Z.*1/B5947PC^3S*WWW(LB:8#D:408?M)U/VW/?L2G(AB |I.F>,Q-;LNV.+%L# MS<1C%V7O8?M),W79TGL-7
I+Z4%8RG2PY@<|J,:>:D@XU=#-HKU'I\$%D<5@R>*3 0: |S# M^ ^I3KC-1/S;W@U@2-
B_X7<'G+& |XR#@FVK^PFC_'S_X=L|SVG7>42?&*;>V=:U""%|:!T:G|0L
M|1(=>L/5|K|I=|%8L>ZW|]CL|G|,MF&V#60%/|YTP?|P|O=?-?>7=|J"PL MRKQ|I^4E00=4P<#|DG| :KAISKGT/?
P^+;208%\$|TB|I70*9SW)4.73U.68 M':TNC.35|N.TSA*B|N|@QBD|ZDP=HTF=)O6C*4@G"MI*8:D?+&E /\$.8&3E&
M#.((&:>\$&I|9&8AC-#;TJ55WH&3JM=:YGAU2OIG_LC3|;|JKDWEZ\$UMP-/5T
M8Y_ |%F:8&+1+6CQ(L5W>|Y=4FSJ+M'S4,4ZJ,Y>_)CF>IB>UE*J+ZV|J:Y^ M6?A%D,?S,LY2BI(^-R|3PBYA|P|VKYIW?
-3.B)_R+.)%\$6/?H=P); :S&^Q|QOKI<"YI,6GQ M6+I+BDW=)7H>JE@'U5W*G7"MA0OE3NCI8:"1:12A&LY&B@O
H6J4*~*5LB2XN8@9B!F*%; MRM(-52"R(+@LNB|LI 901&"S?AY(FLB:R+K MW1YZB|B:J(&H@:B|J('0<06Q|;\$%K?
6%C(DB|H&10TV4P9^)=(ETB71WCIE+|AA1 U\$#40-1 SEVB"V(+8@M;JXM9\$@0-0R* M&DRBAO9"?<:>|/+<|9&:|
|3@!>6|?+>?W> /2DE%B=5(BTF+QI)= M4FSJ+M'S4,4ZJ,Y2.HIKK5U^Y@5G>3 5&2A" LB3:#Z#2^0L.M4AT(O%?J|W
M#@N0?9HR+HDY|I(F5 |9.G2Q\$LY3+T&6(#M_..5.QC6LY'7YA M29WS\$K|Y&|>M4^+006-
KK|QJMG>.:AR)L.1I3|A^S(S)Y>RYE0&3IGH-B MA^~1\$V\NDN0/5:6ECHN.5.OPI7|7#_G*<|9(CP.+(2|XJ+\$B.U'2K
X:(B- ME4J|U|D<#UG.|-G|B++ D-5(SKVLZ%XR-(E%-<1\$Y ER Y3SA3F<.6S%66^ M'I%3@\$E(V#LG'L&
|/V +Z#2<9|S\$\$.0.Q S# P.YW(@LB'R*+SRD)F|'#' MD)B!RCC<-OB\$ "GM*V5:.0.)KXFOBZ|WI6=L+WAT,81,U\$#40-?
S9:2|;R-BI MH1NZ0&Q|:\$%LT7UM(4."J&%(U..11=9CKAP9UFV_ T*9_8&G/*JFC:G2|G|
M_ ^PXNEY;W6>H^J=>QTMN=GQ?'|A|/9(IH3=H|%K|G.U|=N-P1.<"8X\$YQI M*NZ|3 FIQYO18|6C*?
3DR|S\$GY93G4IP&V8SRG9|F|S"N">L/5MJ/Y@8@9B M!F*~&|/>73&GLS- -52"R(+*X7.)9(@LR(X@9B|G(C*"
D|NY=KX3|ASI4Y(5 MQ3>2SZ,LY|6|1RK9L10UUD>|!YP) MSKN39I*8:0+N0<)>L4=/P+TN:T?A)CT(-_ENY7|X5/L?

T#61 JS1*19^-5S=Y^&!/1!\$ M%\$04UI?7>L<4W1I)%=W0"V(8H|^:C&-FSW(T""J&!Q5;.05;W)%XOR"?QET
M1/S800 -JY:|^?s\$?^Y)ZC#| 'N9CF7?%;P4,I2B07E@B72(TL6O)A((LU, M(J@S%8S-+L|"F"7NYPZOWOC-
(E3:~)O^+.V\$MQ ^:I4K4;VZD* C1+BF!1O2-!;NT*| M_&3=@H1VS&R-?(11RX.?00P9/552|L,D;&0?IWFG\$LL#:4?
0,^D|^""M)"^ M@IZ\$TB|70*9SW/45)5W53^I+YD|B(=)2.>72NQXW70'7SIA-
<2>V):7U<:=UI+&U) K(EK*#D JL1SAM6?H>^&^M'E C@3V|MS?|X(T7?#? MC-#890\$<&I9Q<
^AL=)V6.%N2^N.W2O#"|@%Q1%9T Z\|W. ZNF+"; M#|FY844IU(YS18%2V#9Z|C G@W2XW/QL6@"5(DFML)-
>|S<\$Z M8H0:0@VA9GWDODQ9^G"P5@'AAG!#N"">4\$(K&9I;"#6TDNF*(A%)#"5D MD1%N"#>\$FZYMKS7E+-K?
7MLSBBB|6VZ?'3BF6-RUND"|&|OO27_9@Z+|KI^ MK:Q(U%)2Y
\$+=FS|)44>J&#^UM_1*+?.TJ=ZVOGB&NIOZ3(OQ;LV/I+BCO0 MP8ZMOZ-
1Y+YW=*B=._G\$R@D5HK66*P1K;U6(|JP+I_>?7P1Y/;=>G1=/Q-T+ MW3LIL?+M-UY./NMY@>(<.%YX\$SU!WVS)EQW!
|+?>K156Q,*Z|9GB:X<_D_?7MOV8E2Z2|RI|,5-K2WY/=)P|PVSA)_RFYM;U V2/&8G^<|M>|+3 M8C3>FZ-
&UA=1!E&&WRG#LAP9_D>4091!E\$&4<5RHF"YK|J6VB8@R1D 9@Q9F M_Q\$^7A|X9>F2)KR=ORR|W13-
NQ+!8C3I\$^D0:0Q.-*P7%I&%.+./XN!:I(7)V M7!6KK|I|YN>.U?V.|/<(W15O""F0Y0R+@IPMH)UY\$J?|/>-2W8K?
O(M+;:SZP M|IYEFG,NS>#WJ12|+CY_ ^J@=EESK |>"VJO796EB@*0X#7+."AY*X2/TP>I
MG'+XWW+8"HG#H(32+WQ>|IG/<|E094E7=5,*LMFB)/M)FF?*"JN=* MK)"R:+L!KY.-UQ9T_?>8TZDS|!P|(%&
|VQ:1C:Y^))@O1*&|E_!|U?<>:# M1T\$XS1/5;."+4Y!,P1G|:9:/%*F:W(P-OKXL=|7*=36&X.I?DB|!067 CV
M8+=\$XX5N@4X&9?/JL7X*JW:+D,UZ."E_A%MO:-5P-YS.ALC"C*AB'=:::\$Q1PH49B|!N M218A-N=+-@-9!USZSX6_E.?
UAU/JGF^ AM"M#:\$?X,UD!Y\$=*(=9%K.TIQ) MEZITV PR8'C>|=RXK2 R?T9)1V>9^> BJR?
WFC24W7JR<^2|!)VP>|L\$.Q0 MTY\$|L_3W(BD) /Z2%TE5_ ^%|T3_H)9J6R&:W%*F??_OGVWU_IY4I'(VI#H:Q
M19DUFR8%L &Z@?>KB3|)5N4|IG'M7Y7G)4=:)^:Z #B5L70"|"@-B6%JU= MXCLGGP?>D?
>S#|X\$YP8|OMV@QMR7^TVFR^|&#; NW9Z>Q+! +J 5 |TP?|P M=C??E1|F9E(99GPIM;G|I72|.OVTO
T=3DF:4P71O)J^!E:9Y>(T@|@J@L= M;Q,O!R,*NSL,L,RD|J3|H-'M+H|I#*3L9"NU#0>Q.TJF\$BTU:*X@PX@Z.V)E
M)VH"HZX|=\$Z>T9|!^|!;|3O4X@;>'F|. ^|E-%L4+ V+;RYG?_183|_ '4|-7 M'8ST(\$7IH&%***@N"@Z68R44\$
J&C8(OKT.|^0>\$ |C(X8|P.\$HLS024 M_4|YWEXU+ 78J>LD83A46/8M63;|=|BK\$E"R58\$ZP)/HLW9-NEJ9FFYH|T
M=VPRYWF90+QN\$%LJ0#B?I== M(! 3B\$<-8L.35;6|L.NV\$8<)P/X39?^B.=X%||BG-T6_15_EMYR+A+3'C_/%"
MULWZ:~B.*AL>F3=|J\$C?AFG|J2.RFH|F>1KCNDI@)UX3K@Y%TKFRZ%(5#-G=' M^CLVCJ;ZR|1=/W!
(T|L@J=1M@U3-@TRN&EF|DA "<:GP-@P'-GP*|Z68-R1
M_A*3|/"T/4=6S8|)'#HM=P+Q@S!J^3CL:OW6M+7W+G8_4;>_5|I|P<5V3 MEDBR5| ADGS'6=Q>2_KZKD3"+^&7|-
M?_9\$Y!?.M37N:~!&.741C@@"- @ M|-86&)|MR>JC510A=YXS|?>V..&73%.RRFB)1C@@"PY",U6)?S+ (2+'Y>=
M\$6V(TQ!>+ _JGZ9N=D_?|MU=Q%>->?/C>T9F9QYO* D+|TA2G 8Y9P5'H,WF+(L4'+-|QC&!%HKA?!-N!\$ZW|P|;RH6?
A'D|:R.LU0T8@K-C-.'T=Q"EM@L M P7|G8GKT/I S6/H#8P'Z'46E4_0 "E\$+B792;=W?<<" Z|B\$5;>3|-8=@?
M7L3G^&R>9"^<*SE/6"DZ)9|HJC@I>3#7?#Z57M9DF2!N#\$\$Z\$PY@U<|SWE: M|&(BK>_L%C#0.P8CB|L_B|A
84@OG.4*/JG@3Y_ ^OFW?VY4|QJ*L0491C; MR-+>K009=?>.+WQ4I(#ZG&Q/Q_|XZ|!@ MV^I^ AB?|S|N^7\$-M%Q'!-
=X2A M;J|H|M,Z.5MD|O|T=QA(VI5FT&'- BD1S.Z'FG:@Y MF\$^&4\$H=(2LC|JR7*4L Y^\$@W!|N"#>\$&|C-X8;6-
H0:0@VM;:JK2(0:0@W9 M:0:P@WAFI::|01MA|Z'F7|8|0:XZITD'NP>8MH(2X&|F&D)5N|_ %KRDY V%X MU|AV-
GU^ITQC#!&|XUAC5#UIQ^EWTID# |(PV-+=W0.-=U>2YI2M(|\$TC0M MOQ ;NNG(IMIO@-_|3" >-
X@U558U,JX)Q|WI+X'X_2 6U9:I:#IAN"/|I04R M+9#;+|3;G(= ::|3|O:K+@?OY&IF#;G^X@BXLMW|
7T6M)4/83P2_CMKZ0) MOU3UA*J>4/4?P@'A@ :|3+S|RI=,/#+Q"+_CO"15:|T7?LDT'0KJ;8E&." <
MM'YR>&|UE5G7E=CO:R"Q_KVFI|MM?8N3!^E(*\$%<6?/LS9 U?2+3.-J N MO%PWZW=1F_ ;Y3C'NHX0_*V&
<|P"W(+ \$BYF*6WH=Q,4_8RQU>O9^S.(S3A|4C MYW'5LGK#5YV8|
(= +8HRCEZ:#X1'%9Z&|_ .LB,6|13'4^)&O5S9;GF9_WJ-K
M6|5R|=+Y9YWL|B>E:H0(C@J_ *+GI<@^|;GV<)&G\$S2A97ISZFQO,3*|K|/-498DV1/JX9 +3M7K7-
L>:#,IU3=G#C7|O! M3\$ GNEKB|Y1'|(EC7J)#59A0L\$SU37:AP,^CR/1VJ?W6+CG8EIU*A=RAPB4#
MRDXUOLY25K>C*@A3;K<+SJJ:UE^?)(&%ORXJ25CIQOQ=-OT_.S<:N_Y3"V7B M>BSL_-A|+B.-
=GW)U0|=ROQHD|AMO*DH@MSFA5EG#X(9^?R:FGXW4!_COJ M)\$X(+FBW|Q|8+T+3AV|
|6U|6@|&X7L_/H@M:1M8+QEFFUR(=1GX1-%M\$<1 MGNRX|P.,>ZDE|5MLMS|#WU6+
|2.L@T|SH3%ED52P.9Q"5_ZG4?LZA|8CF7 M0O|(DVP^@T>_L^2Z/5S=" GN&)PN'//664IU9-/Q2-2CL:\$(E\$- K>:)NG7I
MHU8=DS6YJ-HR>%CP|T4LXN=X.\$WAO0|OY*<:|"+T"ET>|.6"H73P3G4Y)D@7"D.F@.U|.0HD_SWE:< J*NN*2
MIG|H>|JPV+9ZO"MB0|L_60?"/T_|R7?P&A1\$=91*3) MKGT'|JGN&CDWK0N9C3KE>^MGDKN.|/<(W19O""F0Y2(.
M|@Z.9IYC-L3WC\$MU*W|S3AP9" YD|Q'9|*3@=6_8<>R:I?7:V|:LZNO|>-2"K*?YUEX""|TG#M M6|B\$B*4EA?9|NT.
|@E|WMYX=|2 KBBR(Q6|4PSZ@OT0|U5I2/&Q+PEGN1^7 M|J\$M_Y4&E:@A\$VEWZ,5::V &BQ6"0B?>7J
FYK|+#+E^-4:ZF|(M%O,Y M|J\$7*|@>6-CV".Y= 7|^YUGPOIC,8XD?4J?PO|JU)/^&
MRUJ+FY\$%"MA(TSD5"35%9LWT|<8JSD-ESG+OV?|JK134J|JLES)2Z-^_0/OK
M>?:'9<)8FF9IF|5IEJ;9&TZS0'O|\$(9##*.Y")J|PE8DU!#91^2E@J8WL+7DI%@HX:(3_&(|7U<:=|
(@ST3776_N_KC:TA\$>L MB6D-J3_VQ|Z8|EG&L/JC#@P_VJ#Z8T_B_2'THT/5WU?|(E'TI6.KY|R>O) MQ:6OVX5U*
(DRX>?X?-=D&F;Z#@&S-#=8:|*%3L|U/V@|6/NSL|LQD&4- MA|5*\$F08D6%\$.DII=5Z,R'NVN6X_7UVW9G3 M#|X-
@(>G_VD35DI)*12AAYR,'DR431@|C8|(.86M"27'71,0;@&WA|O" M#;U;HL:LLF&BQ%:MQ|&""-D?
Y'1|@AW/1D6ZS)'7BM+PN2N'6VU|IQO2G M/(MX48CCJ:MSA>)\$98FG?_&\$|(1YVS/DC3Q<'M;C_16|Q/G75(QK9-LZ-I-6
M>_UN/?&>*>N6VVNQWSBG'F&8,'SSY)F.:25:|C(1APO"H,6QIERZ?3 F'=- MF/W|<\$|HTX+^CBF/AB(W#^)^CPW1-"6?
&U=MO2#<4(Z+7::E0G#X|:P*GL: M89@PW)'^H9/<&_)D&8(-R5_M+BF!:'AQ:')Q|1)7M^8+^> M|NG|""OBT*.E|?
5|6^_Z_D7"+^&W0_C5M|:'U|& ^P#@'2&^_=/X"S.;#0+A M@2_!H\$&H;3_JCD>XZ-|I97N)QLO#
L:7V0*#@&8%FD\$8#).|PY|6J01#@@_' MK1|MAG^Q6*3X<6>%37MBVQVNL'EJR>)?
U^KF8BK<0QN0KPX,2U&15"QMA"> MDRZ+01<2W|E+ZH05R5^ZJ^KB@AS&8%UZS964MAR'T|NAI-%W*
(="7G2A*UXE;Y5(@EQLP2E+OI MK6J&E;I&T%;_K;_G\$FJOA%#X+JFZ9J_ ^G/HY%,+%9RZ,"79PNAR|<2P/ZL
MBN=N@PE44F=LBWY.DBQ@)0^E#>H5Y2Q<?5YU#"X|<=&EM/H;|JEP_&J25M^_M@VWP\$U:OM8\$XHSW.L&7/
M(SAN<|Y:C@C@J|&_ MRT/73|K|LFN;E|J?7PX41|_1'W0A4|F&A\$4=-)9LV<-MA\$31P.<<5J|
MK!8:B?;609MXTR\$&|M""^I@1ZCV+Y&_<?Z=DMV)V|>|1/Q M4Y?YZ:B.F,10IYOK,2>68;QUKN7R1M"E#F-0?
ZF_U%_J|V7W(,0:0AYD.2OC M++V#^8?G29SR|XQ+=2M^|RXNH3G|@=|C<<9."EX?9|1"^-*4A84?SIPYP| M<"7-
0MX|I#|W#RW7G?A=C^GRG&/=1PI^5,YY(H_W5|,TOLP+N8)>|G#J|=S
M%&H9Q^K#FFXDK>=>#5BPA_ ^M2C*,II/B@>57@:WL^S(A:O%ELR|2-?^FT MG'B?CYQ=-?WTPY;G1:2=I^?
ZIJL,A%_ %R4W73J(ZM;_*>H1Z_7+ZV-^FQ=@ M7*L_ "T?7|B,60>?N6/+ \$7HKZ5-
BZS|LI"J0(\$YIP88T#;C6KM#ZR40K^9S& M1_T|WQ4+&SRY""X?5AW=4GLO4I_2%D0BS<^Q&|_T" MM(|J7\$@_
)2GA=X2|@3T&QH#*|J|IIN/| IZ=Y,13\$K6?FY:WW=| MS\$0?5Z&8C3|<2O56_*OPB2?N8%9WDP%
|>1NH|/;\$L3O:N|,><2:V>TKJDZX^XDR,@AX MFW@Y&_ 1W6\$@92=E?Y^R'R>W=UAN"&D+8ZUYF\$(>_SC-
8R%)%A1',%S15D M&)&RD|*38=0UU|RIYTLO::UFMLLO-V|'+*S|YQ-D:|@|)P|@|)%5'63%(G6 M@821-S%M|&
D880P,F;G%-3@5 RW%4"X89P0|,+H816*801P@BM4@CA|&R
MM@:|D|J%UEG!#N+G|MEB3GNA:V;HO6Z;|C|L/&^?|PK7S?E2X_HT>GY#@_IH: M<'*PR
7*5RX%OTYFE2'X<2656LD3*^2-/P?C03H^*\$241)3| MB+*|6K:WASNY\$@F_8|OVVM)\$WY;B-WMG|)?F-IH\$

@P^XII7B4/>[< #TV MSJ:5%EEJA% ";_D3?BEE1:MM,@.I946R?O@D5[X%XLWBA_ J5:MSU9@W/IYG
M9'Z=|F4E5DQ|F^|YJ-N4=)6B+)=*>*@4I87PKG19%:>0^'8J?0D3_ "D9G.6 MP|4R\$X|7:,:E.
<_C+3,8/H(3Z8D5VV5B|>8H2Y+L"ZO_7ANE""^HZNI^OI MPEC<*I4)<41_.6+|_7_X@_|>?
P'N6|IH11@|D645:EUFEE00\$FYE5H|T| Z M2^@YICH;@8=F_C_ G4P^M5|9J0MCC|_Y#5HT;BA&WD^*K+R>=
(V|)""8<66QN/ M|@.*9-LZ&+|=2S5I&QEO&6B#GZ|ZKPUS&BT>2E_ JF M#66CAF0|C%@|LNI<_C*
|8Z(FG|7)*3|+.)%\$6CI\$G5QY'MZX MZP7ZVE;|=^UG|L.C#?-.@PN*+JM=RDW, "D:N,"(D(J|S7>^P%CR8G94HJ4|^
MMB&O3FE\$WK6(VX2=/M\$1=V&VP-,I-V3VZ^?@/68>|_E+=>Q>7/,_^L7:1"=\$ M)T0G_|J|Z/2
^:>|T|7(X|SCK5L#T9'^^T'OK|D MG;,<1@C,C.L2;_H/H\$-T:6G^&AA|I8EY\$|AW*#3#0 MN)Q19PL87W*2|=0^TM?
MA)>4L83PXP4"8K40:W*?Q! MX@='0:B<_*#6DQ21F80P8=F|C*#QMw9T2H|F4\$=L;KDE-*J^D<Q|R7
MRPNIA:2.IQ|7&MP\$/#|I%>O2D)%*1BIAY\$V,&(01P@AAy#(590@EPUT3\$&X(M-
S2|\$S|IHE4(8S0*H4P0A@A:VL0*E:9PDWA)S;((UV>6NE3+-10G<-&O M+K#UP9ACPF^G^DMS\N|[*FFK&HT"?
=)W(1KPQ7!|"GZN(YN'MZPI+|7\$ @TNE=0YVKY+^HP5|LD'54>_1_3SU';V4.5M3DK M62+E_)&GBX/1(1T?%)*
(LH|0V+:098TN100^&K|)=K21-^6XCD|9_ "7YC0 M:!(|V/N?25XE#WNW/P|LX^QU+KMR>9+*#7"
|ZCQ: 4|3/(P2RLM6FF1'4HK M+9+WP0_|^|^68|0_ |NC+<&HOA_&C%"2L^|T8N))F(6^>@7:AY:I9OXM2 M|J|WBG\$?)?
Q9">_SUD8QNG#VLGPN&I9016K M3DSXP|611E'+|T'Q;_*3|/I>5;_X\$MVBXF_ |R-=+@/"T/G3_04:6MVJSZZ;59 MSSM_?
Y|C\$V+^"X11_QMCU.L1|T4|56@&A|OV(Q+JM8\$M;>):72TU M|J:L3S|_V|K|3.J1-
-L2'>|070|]=F/WK<:A=^WH\$E%=2/73E=1(71B+6Z4| M(HX8+T=0@K6WRNE2FK4+8D73""Q|!M:S47""LW--
#>3_7XZF7QJH8):%|;D M|EPA%K'PG|_GM-S-XDNZ@0^(_AZVR>9"^<*US1%217EP@NKL.%V 58|: MB1-"1JZH+R>?
&6|#"XZ-(VAM%#U|ME;(CG\$P+^7:M(V,MXRT_Y&NJS|DC
M6CRSKFJRIVF#U|Y/C;7.'Y3QJ'K_V+|>9YG#SE;'334NC24W80)|AA4+AR< MV5W'E|WOTIDPAR|J85A0).HAH:-334T?
EZC)|72JLGO.DBP0'J<_NC/E+&P" MZAY2#?|\$C%OX(F<&2'9>8@1Q-YVG1+UFRP_O MA?03RIN4YWA*8187!Z-?
\$ZG+FD.!SWU E0 M%688EABQ |%#';1EZ>VYOSI*#L=M&^_6|NY+^U6BT_:B1/PID|T!%R8+?"\$ MZPWYN4-
A&L>4_|Y_+C:FA=6M_Y:?'2@|(T8B1KI%,2.BI&S;_TKK4D_D|ET MI+|':+UX0|B#+&3!&8 M-|/H9/D#2^|/?
6>5V+C.)R.DW|L"A@4GDL^O'LB;0=|KGUX+35.&<^:K^ P M8_#X#46I^NY>Z(HRZ%/53-G+0L/X^'|*&BI+|J|Q#
<1KEK"CS M15 NNOUA2S-X:>8)"GY M+|N|K12DG#(0?ZED\$<|QWYBT|D,1AH\$40V75#YE."X1?N:%L|R1086Z4(@P
M7%2H7Y?>VSV&^7LF17DVDY(XA^|:G5_5(N03&Z7(DG|_@'3A/'K">>_98HP MFF|HONGY?_P64G|EPN6NASD"->\$),-?
@IZ7^G.^JQ333JL2:P'C6|SD.=S M(|PURYV|V)|\$|97;_1TV(R|>|G8G M6YN8)|TECO4S|Q?
AV:~+84R\$3GP.X:X8M%KDI|CPI<+>+VRYUQV9I*Z.C|EXU MI:N33R|J|QD0|8GA=K5MU!UKX@XIW:8S;_O:--
*U@77'ZC#IGO" (=QGI="C/ MU8 R E'F|J|\$FVEO/2BE|W4Z|3MGW"#_')ZKL@DS;1.?!C?N#L/55'MHG1VM MLA|L>M?
=82 >)SNHM83#9 81?&AF(#-HW)T=K;_*3&=0A)|N|Q_PN.:6TFIH| MQ-VX9@|/O!3EIQ|R&|P\$/#
|I%:LCDI%*1BIAY\$V',PW0!@AC(P9(^?4.B24 M#'=0+@AW-#L0BBA50IAA#1"JQ3""&\$&K*U|H&1HG27<\$&YNI
G69(BY5CID M%R5PRTVN8TX/LLW3@Y=.=WK9.>E>+9|KZL#)P2\$7R"C?7K_3C#E.+*GN|T6 M^XU3%A.&"
<_WQ:"MR89*&"8.=Z2 A.'W8UBS95L_F'JVTV(G#_|(PYTKC-E= MZ.H'T|V6M+^L?7!*&"/;Z?Z2W/P"4#6/-
DXG/^|TW*G29A_/&H0:XXG>X;7 M:|D3B G\$HP:QXT|F6:S_ CXVSR5(C2XWP2_CMGZ0)O|32HI46V:&TTB)Y
M'SR^"|JB647Q8|J?2X^|:~|XS;KUL_4=|V8>^|AW*^_K11E>56:5Y0\$PAO3 M9:WEON+;2?
&QNJM9EKEU:=^"S7A3.18^C.E.JMJO>0PC|7U8KP,<94F2 M/6Q+^GLTJ+G#<C.*MQM5?!TKEK TS(GMM'9RG":-|/-
 (=55A XY^B4ZU*\$| MW)=-Y'"EF6^(73NZI\$|L74G-T)95)%|:B5FE*B"/&RQ&4\$.FM|I>4%JD5K RM
MLX2>8XJF\$7AHLJ;)F@SZT|GD4PLED+HP)I?G"N'C.A;^&Q.5GNL'?NTH|9*|<|D/&\$E1T@5Y<\$)JJ?C=
%6|6HD3M@5QJ^&G'PJM TM.:KL+7Q M:#|^0%8/Y\$ KI9|TC8RW#+3|3U@|UP8BC1;/|=JR91|L7-|+<6G?>+O|V=6N
M&F|?%@5|@N=2D|P+J6 Y:\$4<7|0?NOVB'00&K-CB+EP6%9G;=.S+!+T>,TF
MDNT00&S(FG|I#D=\$S6YITY5EL|)D@7"+Y5!=Z:*=&L5.%*3OZP8-N(U\$|D>=G\$HMSR)>% '&6LH3|4&>M:P|'
M1_4"2R<*^UW18?UD7+W59? Q|6%#5B|FE-\$T07U9A9LMIBI<3|T\$4//&M: MORP4&HGVECN;,-
G.N|L|9X30:&O-RA2(YC1|JCWW'U<+>T+|JUN>W)<=411 M1%#7W|0|JN8)4=1%DJ9U^N&S%;
(!.DJ99PYGN:KJLBA4CL Y=3N?EU5#WU1?8?^(S%/"1X@6 MZE&TLHC268N |A?
3/27FBHIZF1"SY*%XN:SHF60'Q"7_JI'T2TU#RYT
M*9Q_Y_(0|:BM>9*#50:N|SRIFD54J^HZFRA>"KZU@A,KJWKT>@A&T? DV5HE M=YI=1Y,4:9*?P?6A7^69?U.I_'US=
|UVFNONZEP&Y\$|XBM MU,Z*MVE6S_-D|0: ^G:?.?%A<_J&EC%0|_>|Y+VTR>LQ-M|J;CF?
G|R9:MZ61TMG5|VD:~V8|;2_ G8Z_+K8Y""*+B+I M|_RYG|_60S|N|P.O!(X)%=YI&GC+D_7+*|D'@F|W0:L\$
M+@E>20N"1P"/|2PD|G@D6%M:M;P27;MMG-X|Q07B\$|JG%|UH5@?8XW)|DKGMU M^;TX?/7+^L/P1C"MA|H?70_R
K_C_S|?29Q^I=6ZVT7>^_HSAP:"|@82?(P_?JUN_>W)<=411 M1%#7W|0|JN8)4=1%DJ9U^N&S%;
M|?2QPI CZ,SX|WFX>#"@XLO_L?'\$4'UX\$/SCP|\$#V&WCXX3S|W<5^?S|?"_1 MAWOO=
|9(|6X>U'Z#4WSOV|Z|V&Q+^@E>|:~3W<^Y_Y154CNR26C))=-DD>5 MNE9%>V>UQ|_Y84K@W9*M/R_1|T+ZQ(|
T_,GP0"0P2&" PQ&!(A|S?+^#I MNP|W0X=;X6D#Z9/8(@01MQ>(^8)+W9J:Q06K.3^BQX+J|^+O_!YN^&YW:
ML4X7P7|QR|H|.(#1L:M;=V|:WW=?0|B(|L=WJA<'FKS|+R_Y4.?C"PAV\$4 M|KZZ5+6>
 (=L06>"TV_+4JXCM8SV'R%.\$8Z4K3,<*UQ.H|+(%|U4F4T_-:;
M3'#J9J:JS@#BLHC:HL5)MK2U4=2_GAM5J>B;_=%Y|)O+@2^%<Z^L",J1>_MD.WFN9IAYA?YBB?DJLY;/_^:>
<\$TJ^HF^F>;5&#>X_?I@33+Y;Y|BC>|57 M-6GID2D_A%>75:G^|M+>Z #DS_)RH#"H&|P|?8 XO|
YN6%3|:57"EB0P|MAN4D8_C2LL'MT07D_RXCBI\$X1>U|J(K|KU5 MI>#>0#D#L3^&,
(/TV0W1HZIS_7|_#E<97|:UPG1;U7|JR|:D|V:F#TF:~M3MH-_@J|(A)P4X*Q|HL|
<9_.R4;B|'#9'UJY3G)+04DS.55*G4;9@XZ7U MG9|2C|'3P2#'#_I9+MFVS@6|_W|Q"EF")S"=A!\$W6Z_ "&T
MA8|X81R29H(?Q&?G^QM|H0\$&+/#P3O/PP6E|P<=>^LA^P|_G(=X|L+ MS1Y*%&AXBUAXU_ "\$G|Y1R<;?
=,117P:<3>HX(5>L.%6W(TF|6^P1|>?_0XD9?=(@L|O8- M|+NQ%QW8|QFJ=S>|WEI8GH5#"P02"
N62;1LT7&X>|P13|=4/8=-U<_@0|Z_Y7P7YP%23^&4:A# M'-1_3UC?%&^>VX0C?|Y\$S_O|>
(B#9)|&|MTIL4NSEVER=:8_I9*JP&G;_OZ
M6M%DYDE27|&T@_JGVUG>3P|Q3;H|)SE.9^89S/QY(G)IM38XI>86|DSN'1T?^A_M|0)WD^XBMG0UW8HP:9KH<=>UK6
MXVV:F'N^59=S.MJFNSD>ZL@?#G|V&+8;@:NTJF,8TA>F&0?>3ETQR< M:9C2MU|2WK;_|BROARE|&R"W>>:;
<9KX8XPS7B^"NHCF G:3L|S'NPD|(T MXS#->L5_|J9KV\$.6#|2 X^\$.6"1P*|(5'PCBCX!_&O@E|\$|3+&L+P@8V" M&
|/M3|1X)+@Q@4<"CP1S;&_Y9-LV&_@F|TK9,G"-_N%Z|N @QX|?L>\$/Q M7<)4""_>W%TN@.7?F?
F.K#RH/8;6/DQK'RRV7|_RL'5@ZLC_!YN#|6|:@K M#RAB6|2_NX8|A0-O MSEKX/\$PRV15J#_O8X^3
^_JOL88G|F@L_|A9F/G| M8+|GE^*?F0=RI8&_W_?=>W'85AYT_|#V6_PEA^@EC?Z|B+0^HD?7UC^Y|
M1_|\$L<;#V?JKM-OJ_#X?T^N\$MLR2W9G|AN?_5:D|P>_&L34D34_W#T^BOY_JD?1TKHJ-4LRG_I?7JN
ME5TA|1,2AWHV-?%@(J|_W:IG_!S=T7&J:74>3/*GK?_#+/E4>T69*OT= MN_#|L^SC=|KXKV_VCMY<_5U+|TJ-
2\$A|SML9|5:X)MYGBS>X^<_AK:0 QG3 MFR3YIT?T|(Q?YKK|)O|0100K|GBK2M_-RSNC9FC7#K"JMGB10/T^*M3P-
V>|H?^OGU(7_9|K|XF:D)6GQ6H:-(6DDHFTOI_@/E7|_%VF:~*09^G40|=GHXGBP WH/
M1_L7VS2Q=|OVOLAQ|_EA&O%:N"-_(|XAM_@J|(A)P4X*Q|LI#"-_\$.PCWD(%O^OV:QCC%8S4P"-AC%?@D<=
C81S10+AD MVS8;^_PS0YIEQ"3P2S+&-Y9)MVVS@F|WKY@E MV_EIQ-O|U|L|>2@X.20@120@X M/CK?
|#GC00L"MYT|O|N_#XX^_!|P|B0_-^P|/T5^G|8G^|%3#C|Z(|L_MGO*|_OL;|<Y><92GR93O>GDY|T^H0XH\$?
R@O7\$^V4+ES(-7FG<8+*|+ M\$,_G@<0@2\$"0PR&L(A|XO|_820X8|<|EVCZ*>\$13?ZHA06=GL&P^<_</p></div>

M+;@|@U5QI^R4VNSQU;NML..MY Q^!OS(I#N.L^N^!1XZZ;8+V;2?QMRLE
M.YPI+7LG38;16T%YT1#BOLS!+HP0Z#K2"UCT^,TXN,HJYV!R&FK<%0Q/F9: MYGEY@.VHB?/LGW: ?
0JGVN<9IG:YVF>7(RNC@=ZG^V@/1V/2FQLO /+ B2L2?V>FON|UJEV,H0.#&&@B\$RA+X;7R0(\$2"\$+G% M?
0Q01=j>MJ.M V#1"S+3P<&&"(K+!/<9;Q9X91N4=SW5J8"U3P<GH0_7R8S9.L MFL\$ /LFS;C"1>IF-
HJRX5G6#OI_30MLY0^R)A;X7NU71_7S;26I9^7_ S_GA MP6&XIAVRE+9(X3U&-VYN2/=,7A"SX#(/
A%_2#A3!-"G!KSB<99- MB#Tl@P=Q|W3E\$2.^G+!+2"R\$.4*,BC(H <&T_ C MDY,IQ_(\$13";>LN_MO<(-
H:3^0!/"TY>4;ZO^WKV/|>Q^9+! M6<>XW^IDFR6Q0UPO"(L@+%X4RGJ+L6|^YCO;%E>DZ^Q FVI^CO/6B;GI^J
M25DE3586;#D5E6>%>HAY!(Q?>^R1H8SN2.C@MJ1)9.YMWMYOZEOW_ MF## M1^NL;FH"3KY243;#-5 F?
=JM>VPL(SACW""2S6045+7Y21+&I5&-QDTWC2=-4V7CECNRI7L<.@B>6DV/PGI?
M)WFKI)9^JN2W0I!>^NKZ*/Z/1%GQLBPLNH4CG0Y;5YV^!GT?1CIA;78U> MKPTI&AZK!^VVJ+MKP9B(4BV(-F>)-
EHF=VG9UXM%3IYK;L(RY?;#S@^OTO M^?W;_HC@1G;15/TDNHQO^LY^!9/TZJ<1>6X5M4U!N.8Z+/KU!;I02L6ES1
MBN7PI^%1-)<16#9YEF\$P" E!^X^OPY_AJ^T^H/FLM.2IB_3XPLS?2)UTCX M_96A8KK7I5PH.0?
!X6).3P8C9!>#Q5^Y6RTOSI^?^5T='(V,4IXBLG MH/SP2|N4?2V7?LY^1UMV7XNMHL_8#^"@UW|5.G906V\$XC;<
QX*A-"A&0RE8"@%8@^&TF8#1SZV MI>DE5^1X.(\$@D\$NRO MX,<\$O@E^LR\$9- W\$|HSH8K>KL1=%|7X*8+|MX|
^INV-5*/C8B!,"O>RI# ^J M^?YU4L |0G_L|^CS?OH=-/PP/MD_W(%KOS/"9AY4/L-S/QP9CZ(CP^Vfy=? M&:8OL^!@X5?
6QT?QQ<\$S#.08_+4?;Q9MSJX.5@#YN^#LL-ONMI/IX?P?N/6CL;;S5P.T>-U_)V=WSC79@FL/S+R-MMQI8V6/FT_CX-
#|S8;AW6KPI>|IVZ?G&WW3|^/?D?ZT4VQ.Y_2_VDZ51-& MFDZ^1HA1&^3C1G%-D(1B#7>67XIZ^O>Y5!CX.#
P9W^TC^ MA45;.(3 !|N|^|^#C#=#KQ+J>%#TVH/RD;O!O%U.;VZOK#2Q|H0>A=*MP+! M&=L^I@^F.G#&PGW?8!/?-
ZS^N;=|KQ;H.MO?>UJS+^+Q6UYWEI>L.YY|3@B MMWC<=>.;X?
|A04R^HG^!+L.B^YVH|@CE^A&.#MISAJ&|DAC3YEB/8=>VFC/Z4
MEV.@NG=%D^W|@+3R4U76^2_E*G*HTIM#FO73I/?T^,^@!K.#8DI#(^.FPK M%
<%G+I\$3JKE(ISI**B)9^%@"_!#!\$62S=D95&.@IR??(D\$F>0Y?.XNFRA1Q MD-
G@*J7(S#YY94=\$GX%9(^#L1>J@3U9F;(3^/A_ MD6+0|D/>+RW|+9^!C|2-NT^"0Y%?)?
LES_OE_R&&R4GF^C%>|JT6#AA^&65 MP9 <MG)9Y7MZ@04)H5?E37T;\$=R4U1?^!09C.EBY>>|_LKK#
=JC1=#K<"7\$Q2& M60-.X*|OMS4;31E03|WT7;.*_!_W^:58DP S>,X9#>FEV^4WRI^|_0_Sy%+M M%6)Z(|#?>?"
97V_ \$V%?^;_W!^:JZH;58IT@U08.7MKB;904|3Q90^!JO MYTF:PIx=|*V.%R7UJ_NC8_C%;RV<|G2A7TA?W5-
%<G8;=@D|&R8!#68.W_9 M^MJ7>&+!+W^*X>,YY6D89T^|K"_.L LN0_X7;^!E_3+ZK;"74)P|9^J>9.T M3?G6_P.
<*^.;+IH+@Y.L.Y MD|DBUIF6;MWKF^IG%ZZ0H<*O.L|K|H|Z M0;^|S\$%>S!#MH6>MF?T2|!2M;.&!&@SFI?
&%9/2>\$2 V%T;^/JC_Q>H^O M_ PCVL=C(SQ8YA.A65P+4C Z_ W%>SS0/O#T<A(X;8CTI_ M' &M1WSE9^1TNIXW;?
J6!C3V;\$4P>YCI^N^J0QLCR^2G@FC=,HW9=+">VD M+%H;*>5F;RU 58=1(8%_ H\GD?"J)"@BX,N7JLL
2^>_8!UL|PN^H(9_+R MLH^B9;|^>&UZZ=63A=9EI7I6S88T\$,"17;+COP|=9GYV|_C6P^XIQ&T>_M2S!_?
5+Q.Y^B6|U6NRI%C>^X^_3^9.A&WW9@96W^7;2P.J^QZ?QZOE@T6V=VL% "V@#^"L+TWL&BH_CXZ*5GS(>|F91N-
T7 MYF3T=\$XWVM/9)O#*|4\$LK39IDJ8/B.#&8<^N5)X2KEP^3R>:M|6|K%4|BM|U M?
3N.OCD.A^=1{;7}#>REL7@3"%1#9>M|H367;U;L.;!D2^VN=T<-JU15<9-!G44!>9;E^L#7Z)ISY)&_1/FRN
M\$.RN6#^0(F&XT5?PWRV|!9S.)@V;|I98;1E=5-EXU8^O076;L8|B;AEX3 M_ "LID9SG25^K TG6K^S@8?C4)"H4P^!5;H
_"78/3KE!^?W%=-6!^!(@P! M^|7K1MVP^FH;+;57.G/^?%"@5;B1A#SV!^X3JL;NHRNHO-9%Y6TR M-LLO<+@9^S
5>\$TBZ9CRDJ.D;_*W@*Z";T<_@T=15K4@*2+;.%41DFOT M,0&"_ ACCX WT4|T;1GL;0(ZCL;\$X2B ?
H|!#%>@T@DMK()|(YH?N#/U M);:D%E(|WFF\$X/9<0;|F^)&?HU|1 &R?P_(ER!02V#D^N^\$) MT; >G.2)W=8^3(
;A-.MV.H7/XL_&F=*|3*ZTH>>;C+UE8#H; >1HFC4|UGA M;IGO&%"5\$&B GJ+FIN77&HAF@P
)GONU%_U7,%I"!;=07^~7&X MWL|UIFU%.(7W!;RR5%"I:(0@CF_V1|2;E+3Z03<_A/^?M-P^>/
MSISOH^9330)X=8F6;5M|)8C+K.)(^=Y3<>C |LF?_LW!Z;3=UD>O=\$RQPV: M.63JHZQ85|BRB1A543JI>?98%6!7-
JRR#%"W|=K6VNZ;(_12 MVJ)20.J_XQ&3&IXL(GA_H9%PHTZ-O8M)>AOX;6HQ1Y^ 51S8N_"
OO!8(P+|8|M4+YEZE.VBNB!1Q>CHU4/K%HT7C5Y6^F69PD! MHQGH37C.X:E#FNX|D7>|5TIWT!5
3Z(AX&7XQ|VN@YPD2|7PIG.'=-P7S='^ MSGH73^*M>;^SM?= 5H10RC=G4V^2#CP.+R^A#Y%O@-
S2US+^N^9^YKGBRZ M=P7N^BX#&0V-O@L5%0&.M1&\$?W4Q@^IX=6/J(*V!|=WD|2^V=OU\$BGFHG#9^6";TL|
C^V.>1^|HKRC>= 32ZXKBPV<5Q8?N V!7 MH7(MQ|Y=<+7/83W\$P4Q& C|3Y#A^V2 M<="5.^;_*_.?RIO\N-74?
3\$W=0SWL;52<&);NJS(TH53TD^@/=\$Y#M+@*M%| M.TM0130R\$<0QZV-4Q,"L G !904//S"?
CYU^K7)T8I\$V!8I\$X|@Y?^!_ M5C/6S^#1\$.&5.&T+28.P@^* &L@0."HCZ^N?:(ZM<^_8K2)A>2B_>R'S M92RRWR-
|CQ^_7<-X|5A/O-T>>|D;O^O<*!#%3S57IQFXQ8^J|(><-Z0I6 M\$C5_ZGKBM+O|T+|K;()H38+.\$|!2KZ>#
A=,7RP=SZ^A7^953H!^M<>=\$^"B# M;Zi884M_RIP.VHY\$IN^DLQ^E|O0)JNOD(M)<;"P81\$^#P=)|?FY2,EZ;
M|)T)48. !UU>^\$4@3WH^ G;2X MJG?3AN>AON3E>2IS=+;"CWL4-8;@Z20,1GV/\$;P|)#AKF:#<-S^US+ 1C8_.G
MFHLD=SA6^C<:0VRK4XLRPM^*V10.#JU8FK9>4X("XWSZ1!-|HG/W1)4^T0?'
MM)*;4G5)93GW(6_+ZDE>BCS;E;XKBi8&X<|+B@81_XSAS(4O?R57L+E52R M^C;"^XC^)!M4/W>QX|;2Z)U2Z)P2;
M1J^@N8WBGXA^V^B!IV%#=#|^EM4&5%*-Y\$UN;.;OR|495-Q|(8X;J2=WH MTMMH
N/%^Y=DBA19ZiY7WY1;LHK93/FM_A^SC<@C8@5;B@3+%^%NGA&KBG MY."F?;AZIK\$5#U|_B9KP\$.ZK)3;-
NBWY.HRR<&V^P=P0&(^Y4|>R4<?"? MQ)TXDMW=ACLE^OE?2:QS#*&ABIKP>\$N6ZP+#+BG;TL!8I
M|0D>_S|MW^!^J8(^+TN=-EYO_<P1I5T_V4Z?M^O/QG\$O/OJ@HMP%WG M^!<41>IK2;J|^DD4L?4!A5AAH;SY2;A|&
(R2(+0310YZ M_@3?+><91.P M26TL^62P|RF47^E.H.5S15%NET+|=>|CH)V;NY>88F|B|^V<&W)C= (^X@O
M1ONG9I?>YQ.2=WR?49;^>Q^P>?2I_X9XN=/0VEI_?N?Y9#QV&^Q" 5%'
MHW_Y^V>Y9!^|CU|R4Z3E.R!6EO;CG%X%7W@W+MLF^DM2?0\$BP;P5;0A%T=D
M<#=#;YD.UGI6|U>+|TN#YWM=;/_35W.*;SV|AXG\$5\$H|Y^5K^*FZ Y8TXW M;8LF P|";E.C2DOAB+0_)ONG/5DW!T(
<+>D9FGDX%623YP)M@JX!;2E.< M55I%3N(_136Y5QI_&\$<M^XBH_~%G5/OPICAZUV)R\$/R@PGS|_PA 7M
M.;|SP2%I^X_ZN^&-R0O)R-|3L^55U*JA(4ON4\$3YE0JVINB|CZ9_R^JE@ M|H|=+!
<36DNF(L.\$#=#IBH|M&4|S+&+67AZ|FZY^NFPFC6|4=)^&M<#@+GXH MK."*#W;E&J,KU1Z^8;J997;
<(\$<8%U@D=6WD0M65^@YBEM;W/FB/XY6C; MMLKJ^3A-DGJD^+4;S#< M&3;CP_^S8\$JH9U|QO4;M)E)+
|H;87I;7|BJXP.22Y*(3|4(U^3?2H!;PD4^*MDLM"+>|_9+DAI^*)^JU&.&K=/_%5^JN|E<*<422.TGASM^14%RP)
MVI\$>8>@>\$K0>3%(ZW5HX^!IEN|GA"-0XSGD&L^34.Y^36>VZ;_6# |*21^ MJDOJQN@W%|-(@%Q
OD1C7|)\$^3%J+794#O(M8C^VG^U%FR\$44.O@H%0)Z37X M\$9%?M+(P@\$X;|2F_N#^FA&/HY;7?UK+
<|5@#_*W_Y18%|=HESK&CL|OSD^ MM7^4Y^*R4N28SL&10G2@"MV6I8_X&&\$-
#GPB);HFW"#/>%HA7HK;"CU>^E!G!KM8^B/^FS MB#LKK5>=OGOF^7MYBEEPDL)JY6?0%;#V.08;TWBHSZ1?
=|8.\$#Y2@YNAQA MNH">MJ5;=77H2,OF4AD^/GSZ6W??4K\$ _G6^A!(NLS^L|PJ^D-"9B M-
10^9TSTTS38G05/6^@0#I\$9LK;0^Q47Z4P_?/U_?J^!>?);JB@62\$1. MKF<&T;1=BIZ;^AN3?)%1B;GLPG)XUS<
<2^<2%6@O51@YN%6G<1T^">49A(9A6|G0)^ M&+?&^"6N!&PC>HE!^ZE
B=@Q_!A^X|@.M.2|4W^OM|0/ TM|CTM+8MG8X+|S_UO|^?SE;1T4OM=@.4/|C^>P|VC>R.Z|>90CA< M_S-
25P|H0.#)!/"U^?|HZ^|D8+VNAIU<|H0>8_O_0^/^?%#^!4|;"*3|9116(
MY7;5W_!CVG@H;!!@8;>:MO.58503^YM;#;Z3@<.OZ?FVL|8+SO|=|WS|5|9 M|E|U|C|TB08AM5M^B^H^1OS=;^!F-
H|W34_@=|03L|ICLY33;JUM?^T|@FQ MH5UE8." _!Q?^*V8P|I_O_N^E5N/^L>^&SR=|H3G_|H29S|7LN&?VUU)B
M;4\$B;KKEQ?^>S+K=%&)#N|K P |F8|S>W^XT;<>E/(V M_|2.W6Y@Y9!_6UL^36=N@Y&SZ6)CQY1"/0>S;JG9Q?

Q_F9\X*G%AAX=QGXMN_3^.#L%C@T%?J#YHSEFM3L4/H"2FBBE&^QL:
MK<0\$LIQ1CIA6:2906POEDFC[Q*\$]DQJ5+O/0Z_/#A*]@Y.OE/PTZ;<?Y= @%#++0=[K]U/TR_.GCI?2R]_BOYH2IQFN
M?SUC-PBEX4Y,SN@&B"%."78WJX,2<5/00@S\$T]A M\$+@J0 YQO!C!@T2MH4458UFJ2+&G1C MC-(%.LA_*&J
D>(<E9VWEZJ&M!)N>#+UB*V0#T",(>J=.I?JM32V%A!@?LEJ^>+F"!(@;&B.T3ILWBUC
M@N!+E!J!+RQO!GB2%#1T9YIS_4#;XD@2(5BN")U(UZ#I42I<MGUUL,2>.,5.7)1%0H0.D+^A!AD:}!>CE3-
!X'2ASQLIR68!>WB#H9;^Y+ \$ O M!^CE).JD,"\$*!WIDV3!B@A_??K:D.*'SX\8IK=JTF,YYYG1_"\$'^QHOLV8
M@W;P#QJ1^@^9.0Z+&%+ ^V#T+ ^-RQL2E7^T)!6IGO0S',//53DC Y!0B_&_M-JW_*+_)K-3:*PR*\$PLK&5"TD-
EE\$V0SA0<"IH=)!;15!/*D6SC!BP@LV M XG?YB;MB@)5SGAM%4-TX>82?#J;R&&D".ZHG!QN07H8T-LCU8S#
MP>*V;B-&82.*<#Y)7&H&X(IR61Y>TM6NQIVJ*(I)X-(UJ M&A!A1;8S+ D4.'Q;7"G'88(UPW8FXJH22.*F7?
ZS/QO!T= !LK9QKHXP M3_Z!N.S.D.,>DB!_-J73Q!&).8 _U?T!OW?_OET^<=+!4GWS43N&G8+!G+A3\$>+M&@I@U!"!
!W0-JMVV;+R"HW*S(E^P#-WE2!%!'I@3@V]S\$%.MP+R!+NA8G MY)+I9*38 K5;.,6PRT\$!SL/^Q6@=ZH X>UM3'R)
L=A.HEIB+E5+7<M2OPM@_W1;M+5+1.9Q@WP!@C?7J47M_@.80;ZVJ,%NS5C_1.S_R4YS0/V M@S
Y\$>EG@LZ_7&S!\$=U2!/?*4I93-5>D_"56WP)+SE!J!T+=)G=^MV(6-8&U023Y3A<6@#9A;HHH&
LIL9YW#++VQ+N83Z"!B!JSA!3R56!DW1!T M&YQ@204P8S14)#TC(Z:7+X\$DNG-
163&F&=#!QH"C4_\$@<6JN@:'!S03?V(2 M^XBOR>ZJ?KKC4X'^3-L)#P%^L&
<*&M!A!&#Z3CE;PWLHEY\$N"CC&"6=V)=# M'8_\$E!V<H&%%4DM4MB.QHZ)(G.VM(JY3?@-
N1CIA",%75#;U/TB68QY!SD.MO.PP^3N?_Z!E5N^SL:#X3U693*YX6(XJ>*2)""?^)7!7A9**QX7"CW/UAI*
MX432=Z!&_.\$/A)R3NRT@ZR"76T;+!=%6B1L2_58I6348*JN".3"NPVG@(_M.Q=5R?V;+4\$TU(>6B@.#4!8L8RL83^@+
@.Y;#D@L/E@X>KPUFK>MY!;PW=H&YHR9F6J_MN@!6U(PQ=5E!2P2)!H4XQE2)#N>_8Y/T<M6;\$M)-
<6G19W+D9T^*Q>><I8\$U7Y5Q&\$W\$RTBX2R=^*6!_.(F2!CEH:2=+7 M2X1R0Q-J:00*==CKC'7WFF-Y(2G10LI*
MR1DLU!2STB2(ES:\$E0\$T&1EOO(QD.C"!5R8)F8!7\$5\$1>I+=E!X/@SR==WB_M.A!A"FIF!NPU-
C<8"P^M8%>M:YM.)KYQ30'+(&9\$+J40J;2'/R.YX|_+HZX ME<*>QT!HEE M'!3+6OS8;\$F>L)ZYZ:*C!(3NH
M.G0!+!3=4.#R(N&2Y(JU@HD_#O-/%=E%A\$#Y7Q65S13U;AC_"@EC'S;_3YSJ?VX9/+/-N/J M##U*5-
=GFN>-2,"0^6D*DKR522P+HOOSZ%-D.B!N.IM!4&VM;^@*6.FB5'; MEJHIT'5LMVKJUQ.IKZ+MUVY>.(X)!<6L>!=
92C'= #DEA!R=&;4D-/2"?EP M:D@-O);RLK!18%OOZ'.FFV%!YX8-R#%SEB.NCR#E)>7^D0(O_-HG!XR-T6D"
M#>XZ).5*O0UVG3D;\$!3;_>_T@N)L7*_=!31%8?YV5;_W?W%5M-JR!;2L MTN4WC!6B+_
+A="J\$SLHAEU">A1+*#=#C#RJAW\$#5P39'36O0#".9!HE6;+G
M!/>_T<9K^I!\$YHYI1B_-/8L_HH="@!UYAF;TE!<ELYE*_U _U)8RE:G' M8N6Q4H!_NVUAHA-TCI3U"*4T,FAEB_
MXF.5;14N)IN"98S);V;9H608"A@3;K1M(18%;Y!_#2:0 Y"-!KNZPJ'GR3C/0\$2D)ADRH0ZK
M3+NM%.Y>R098)*VM(_X=#"W+1/74Z;&XQ3V)H);=BZOJU73J+!7)TZ!%O MA!>FYD&QQ#YX)KK\$!+1 Y)1+_
Y%9*3*K5R0N.AYM.1Z>WUSAO_3=M MNV=F.YX00?2!LQD)!&)!6=4!&1SG91FL>Q+E4<)M2EBH^_ONGU.)RG=7'VC
MDE<%G-1EIFP.WGJ!)H8?+Z-A+%3I9-FHG)9EG5WA@B@LS9W4CY4#PX!H<
M""W0Q.IAV.GJNQP!\$F'R0/,!#*#\$E99OF;KDJ0/^7^!_-"3%30KD\$>K*,8 M@!0I4!L:UJ2LOPR'6_U)-
J_HJ@+E/MH3GJ!>_--W>6H%/2I\$5\$3+C58_M;C M>JOUSIAQ?
1&4P9!Q!TS.B5\$U=;@JX!J_NGR759Z7J#5N+W4Q_9"5N.HIC M^GR@B2E#619!7K!<#1V+XS-
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\$)UQ.Y<6V=Q_@_ \$3-&UZVV.%#QI2Z>SAV^LWV F@!1NN=H MMX:*!PSO5SK8X!9R>'!V?GH
<7AT=GOV>)*MRX8^Q>EYK"JW)R%1 /!2&XY M!;_!SPUJM<)"_*+#!_WO^T!76(:9*7;2J9
JM;_0HW0ZB@ZK;VA%#^+!#70 M6:"SN^D.M4CN&B_+!H&I5L&Z@K4!13JXL@PU=FZLHN0IC!H)!;(+9G)+8<M*
!+WL!14<(:K%T.A!3PND!;@:2>8HUU(@M6!MS;A03K6!4V;J!U_PGH3YP M!2R%.SL^XLJHD5\X?
KWMSY!50D7*EN\$A7SL+!/=T.WZER!<^V M' 2?_IZ1M%G#PS'QM1YS_RN)7HR5&A.M;=9-5J8\$V&-
NB2:UZB0&9Q<5284 M33;+&9ZX">+UY7I+H.((3KT,S2\$&JX*N8L!91QKVD:1&-@#4*W7X98UA<MQ^!D6
!T245(WO?# 7>U(@\$0L.8E99Q6=ZRI+!+!)U60DX^Q79'M>X">4PK M.QJ#V@OX2YHY5Q1^G01!;T;&FQLH)
(.DV5+OK@71;8E^H6,+N!H3G+B=H MI+!)M7J!*2^J&\$R"J7F"!7FO!ZN!6U_\$I!<_FZC.X!0A:6V(N#Y=S2@%);
M=80K(:!>YT)+@32Y*QMY=P(2T6<1.POE;5&ZO9\$(H(5)!6/87YXO*YP,^DQ_M!G6H!<1TZ!K2FF&:I@)%@Z*B#GE*
!>1VR<>I7#!;FP!_4V2JHW*M!4BQ_M-LUH??W+;TUUDCQBM%_LWSDBO2EYN
M.0\$K;5VO>4PJ+T.M15!NZ_4=IM2FJ(*>WAGJ!)Q:ZQ;HRH6>M.U%5
\$5*DT3=7YM^0^O4D%NGSD/KU(CQU!;H!1/\$&:U+85I1&V3/H9>0^_Y@Y M2>Z.#A/;(&G^<=&
!+!;9E4K2;6-Z@!\$1T+3 0Z*;N88F==@.F6!5 U7'H MA!V!\$L2.<1&DK"?!L_24WX>_.84BG\$)MP4'6+OD\$S8#_!_1L
M9A0*OAG!V!CZXW^!C!N>+HJ!T/3+ZG8\$>_>?AS!Q">S="H\$SJ_H8TX
ML!%>D6+N.""^X=;&NO!D&+ @=4AW0!0CQ1H+!D1F.)R"!-H/X8AH0BMR_MCU#7%?
RU7"@D)B*^GBF3^*S^/3T2#IR(!>?^*_ /G%\$@02>!.C-8U@8CNFK M@:@K*?M"LT!'/36L6!A.0PS_%!<#9700
.KY*P#1'ZF%W^FV0L,>:U@+ M*4ZU>8HDA:O(R/#GXE!H5_B?IAFU63&M\$GWZRLM/^\$")U*KT(*RJPM.I4UT
MV;"MH)4 M< *OQU,>QTJX9!^!@"7SX^EB4#_MNRJ.3B!^@_.!D%H>_-.D.AX+M"-
BJS1HFL\$N\$SKG6.M%W9#"X72003E<"%4DXI_!H3_!41F>52@^=PMQV"t*
MIYP)W%95YN)H6=3H.0TELS7FV/EBW+7822B8(!.0?5NA.X;>+G6UN2ZO??E-
M67W!4NF2>FRIO/I2E;=<14XB0F>=)00!AG=R&5>CA'K!Z@/M@.!1-TS3A_6 M>-Y6=8ND*&?25XMQ!3H,7T_4RR
3NDU!4)U=SFZSTCP9!J!+*OOZN,>@3U^!H!"9Q^X!A9=HRE66)R502.P#Q29E!J>_U8H!IC'
M8^%8(IX1BJ.Y3^@HA0#G95GA>3)0G8DQ.IAY;.<@FTE!6D7_!5ZCGXB?="! M.QS^VWMCS"WF#7_+XQP/I3I7*
(#LXV#&!)H8FS82BI!S5RWHV1Z(%GW727 MPK!+?H3H'JCB3\$0&?H!Y!"BV%"XF>PX5N!+#!"D&
!67FA5&EH>U8&Z*FTS_M2>_29G2Z?);NS*7D+T\$!NR*)L?H#)ST7W&/\$%0=-+@K4/NKIW=-7=,!?@ "M^_
XTLY2M(IW/PX9\$Z;MF!Q.8Y!X!TIU"!6BD#D)JG0/S=0%.=UH2.I/9D%_M2XY"BE8!FBNNH^#ETS6X=H!B18;*_
F9S%@P_J20J4AL_JW^EU+)C^"K*+4 MX@Z;W/DU.GM>?S>#7LY7D?+5KJ)(4AB_*@A_3HKQA&H.YK1U
MOM"C3S2@L+Q9X.8NX3+(!AK)44_!ZX7ON"@R7D)5%(#=>CD6SBXL>K,%P
MQ\$43P"TD_S!RS_HRQ^PMN;I&K";0600J(\$!P7I%G1;^UGFV7C%.Y:T0)LA
M"0BZ4>)"!/%C1UEK<"&!20TBD)!&T;.&1#_J=J!D+EM/AP>)X<5K6DXH
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3E9>B0;_WJU_LH"6KO^!O\$9R_MMUWD@?Z/671.K_+B*!(=3<@R-9!(VR&V+3?VSGGO:2D%1JP?;G6+-QD" Y!_M-
VC!C3!E;D08<4%R;Z!R*Q+!Q1HK""^_4S;HT(04D8T7_M'36L;JB1B4S'DQR9\$2_C5<\$!P4<=>Z;_SP.SYT&S*)!V-
_0S0(Z&!G;_MZN>)L0C4@5X6L;#;_M3!XS%V+7Z&D%)PW1%=3D)9;MQ_/BOLHS!5#PM&_M935-JQA83CZ1-
);2%X"ZS@=3;T!@W%HF+TE0ZT#PWD_.FMS_!%A-RC@R9_MAF2031=N@+N"VY#_M:I(H&I7UIKKUB?
D(W=PJE<7)H/C.LVDU11"CL";SH%_M!34DVQ48IQT^!E60A&8_1>J9/G="S&2Q5L?(SF.9#<@#Z8?>X9NUV+C+E
M*!_C8GE07Z6>5T6JM&#I3@K<_GA'5!8.R H*COU!H MNEDRO!Q<*&N^R.4.JG43MJ_!C#M9YP)!\$MHL;.*?
OM0ZNTGVMA@Z>4EQUSP M\$+!@_7BY0YJBB8FZ;I#5*WC4O.6.^+SE!N!NWVL.KK:0L!P.)VXDJB.FH"IK9
MY+&63=LF).4+X!LT'7D08L.8K!#_52FG/0&JKOB0^24.6CAS!\$;M"F@KK M#.1CV)!@A_2_CGARS#15-
2PO<6C5E'6X8R8E;+YL)T2U=F;YAW#_MBZV99%/@2^!DKI?EN+D2L/6AM/F\$ZJWAURI?
1&JMS=,C@^>OMI&YXG=1-!MJ3AF5;+79L2_Z_-BIBDZ;1FL*MIH!Z>89_MG035_@W(>9ZJRN3L.FT55!U-
K0%G%A/2KVB.1<6<\$!(J\$O;+8D0#QJO*1=O);ZR^6PI9_M^W,?^F8E\$1X+C6QFQH@%4@9;*3%Z\$#R&^_8%;^E0%?

1585M1F09%Y;[\" MKM57\\L1 JL@::@2=9L&S&D\$+:+[E]%=:7FOLAG J&-A^WB.\$88>TW_68
M*WIVJ06'=0ABHVXR8K.X0T4D*VT\\5 \"Q\$>OF^..I6P-HN\"0>64S3IF@D3\$ _X MJ\"-I\"DI.XORN%806:Q7|PK%0;
MS97IY29SAX)DIC\$ZJ1V,./2|29*J&7=M MF4*TI NDP(IPV+X+,|PLU2WIT2U>Y\"J5ADF3+<6^KB^\"UD5*(>#D'#PA
MKJG&0F*GLI+OHD2GF \"LYSD7VKE-|0I1.7K^<K9&KA5<'3.)JL (H/IU MJ/1^F\"=F9X_10*F-OH_9**4\$YD^K=35,
<2DI.47J\"-=068*AFQ^SU3M'IHT MZ52!F)H?VN\".8\"I31IRU5Z\"E(\\LWJCFSSWW-DIPY=H\\N59#_0M&U&L95\"
MW98TJ4ESGNGW=)%%;.#7|&LB|CAM*8+M/MH\\V>ULJ+>CJ2TE>'R\"=WBC M7NW437<7#>#N20
3>9:W97)3OVRXW7TUJ713D.4 SIC1CV6;C?7D)J;EYV// MDO1A)1\$+2N1MG., WG:I+S+E5?CLM1H6*2%LB^F> MF
EBZA?>?L?2N0P-S):WJX;L5.A.GQJGXZ3^S2US^TFR0:(S:ISG.=RE M/JE.\\C\$K&Z&HLUSL.L=4F2?^G:CO\"
MJ:YA&O15>G \\A:9 *H5E\$3&HJ=>>@M0FAU=^1D)U_\\LH\\(7L+F1>6V MD9V= G _\$.M>L_H*)KAQO
L2\$GOBY.Y806./S+8E\$ 4SAH<%EM3C&FBO22&J MOZ8F=4Z)*N> G0@AA3QU.T5'')&TE.O3=\\(IN++R+&
<\"^+ #VNS;HC.7IR\$Q=,=UT,\"1LUF\\):\"WN>#%&ZI!P'D^3W,O M&81.4NXOCIMQ-U_Y84#/
+:@@.6FKW6IK20&.9:UQR3NCW3V.%8@::QILR\$QNOQAP5VK7<%WW17ZHIZXP MGNJIZJYZF\\@?
+84RNW>>AK2S1T@:##Y52 MOU-8E@K):YT.%6Q/>FVE+LJU#|J6'.|^U?+0LTFXIH58F?7'WA
M35::3<,&%+;@T2HL.5+4EJRNX 'EU=E'CL5C@:|+':8Z(0* LPWY7 M_84>NL?
T3>VY3,*&Y8(\\ULC|R.A.IFU938(MG8)TMZO8F.1H;LV>B9MI& M+0AM+IALU+<-KIB8B0WH?
DW:~H51V\\IAZ9R=N16=%5>?4IAY#'(GP\"7@'N<MY9.=7IL%CPF.VURS.XD)*5W!(X\\VHJ#-\"*&30&CX
\$FT\$W\\)M+D+:Z::, M67&1D\$ HR5*-JPP?QZ-9\"NJ9X1)N5(^CBU_T^NQUXAM+-G2RF^IL*,K/D7TJ
MHF8W33_\"G9|TG&1@\\NF.:Q.B3P/9|WJD|\\+B9Q@^5%R7|M0AGN0G\\)TC,M\\H.VQD!RP4GVF+|TVJWE@>TG+7.1
YI:T.\\\"M- MDR:I54-S17T:3P.3N7DJ*NVON24Y,.,1E99!^8G&X@<+4J#:&<(UMA;*SK;H:C0@G8T>GB
..=U9//>6WA)*NJ&QW- M=S%G*TP,=JMI|^Z2U'7&MSIU>_23BKL.F&+C/R2SB\"N GG=*S<=^E1%Z@-MX5??
|J+>F6(ZP(UBR|PQ@'+>DRJ:2WRJ7%WE-:(XJ'.IX\\NZKMPPE3EQ>SG'4>RF-E)@|XHZ:Q:=AYBD4L|T
M%PO2IE&>>TL|QHUH.D3|Y911%F7USG-?7I5)&XWR_54>2|FRPF|L&<.NO< ML6#BX\$H%
*Q'T2I5I9N.4\$B*4EK05%9K:=ITA%:XYV2HG9P.).+TUGV14B MU/D.ISERKADG!..N.R*R5A78X@|F=.9L5 M?#
\\L89Z,*7<-T*EB%\"M\"C.*8VZTS&PP@TXX3QIPQKOEK4@Q&6V%/:. @+ \$ MXODNGK|X0U)M7MJ|ZY5:XVQUI(N:..<7>J.
<7'QU:<35(Q(Z92?NU\$W8FAF7 MR4.\\YP'D/<8*QGCD.6\$8(TPF&+@RL73+)?P Z0|Q|WOH_ACFE>WN@'N.90 M-
I9DA@Z4Z_N_V-28*N&SNO)@S2;D6U9TK*6!5JFG'L\$XV)LM+9! HY.10(35R+\"36KX69IU*X<*W4*@Q\\L6@X;\$4*
QC%R#\"<'M:3@6JLHN+18PKXR:\"4Z\$W23LZS8).80ZHL&%LIX0| NIUA.\"*\$<5|_QVM+
MLO6W#\\!\\M^TM8N6OQS=ZS\"#%=Y.ER*LYK/IK7A.PL&&Y\$D>S(UB)7;18<&8+ M=5(3GK3T8+LZ/0/2.RWQI%6.Y3-
\"WSG#\\6YK4.S'(5H\";F=I\\V8M(LU M\"|R\"+|J8BY&P|I2FE3)(DCAN69V956^*.W!\"GRO&*WF\"LU'DP!|TPI)=9
MX=JM|^GL^ZT&3)F'N=/>UH*T7/|114.4#X=NB64C<+|T7!>=>Rf*U-XU(3 MIQZ_99-|B.
(42)JU7CW4G1S6YDL.P5.O6^8F*M21!\"_ 42>F68F:LO2V?3 M35\\N99P1F4%JE+X0W_%Z9.AFE.TWY&Q;U'\$|2
|9>50>R#00>6V|_XPIQOE.79.G3C^\\RN+D\$=Y|TIA6^EW|IR)!ZYL3L<M'I>\\|)LO\$Y6:PN%YF>_
=PM\$Y\$|Y)S9|APS\$Z75P#2|./8691|J2|Z|6CZ?7-NK_02ZU62_1|HY1ZAJXW0-M-V\$S\$IX1&P_+@|7&\$
M6N+^2=68^E\"OEI_@|K?)C|UQ^8-.R.W0(+6\$>)9X|+19&-?A5^27(.Q\"F= MI+|2GKG|UJD:ZYG@HO:|IX&
2*X#N|33U|A*+3.*J5JH0E(\\HH8Q\"AZ.PN(4\\N6&6%PR|J|5(R7 ZO\$+|ZH+5P|\"Z>J&Y>#. M#D6LS(T'9Q?&J(F|S|2(M=,
\\(D\$AHHL3>\$I\".HSUXK!=\"YL*PS0V@11.L&\$ MO:C<%DT8Z1:\$?U5|)J_4&A2FMSX*Q\"WN7\$P|P.2T^MQ|Y%?
R(K+D<.#FS|_M+7H.6%.|M2*(UQM?BWV%><|V2Q*,YU8&4Z.)P'S*U+,OG@|07'P%2D# M_|)8.K=##
(X2)NEUOX>9360+DIW K4+P*._K_1DSCY|T6&\"Y\"Y05B5#JRE MF1C@UE@UY1A53Z5T(H2)5=D)|3841Q|) 9W@|>KHPI
2K|/*N:/1EZ2>0\$|_Y# MOWU%ND2R/SS_U@E.\$1_\"I37&S.@|OK%&@f2+\\N2*UCJ1|X|^_U M>..X=9R>|V?GA
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%Z+EZCT()=>@:O+9(MVN:JK\"B/Q_\\N6|JYT'I\"?%N9%)Q)|DE3A)@V@=VL|P?S45B\"JX1S \"\$N+ M0-
V\\NAI\\W6UA%JG7E*(O*Q,&Y*,^&B2KQ)|\\C\"|+FI_T% ^GN:QJ>^&:\"E M.;7Y-
%D14CNTJ:4(\\H J=2|E4D1HH77^KX+9^HXL_0=9)+>.2:RN3FK:5X0?DS9|+\\A|W(XGR'E.SR).N2\"Y4|_.\$=@
M.:8E\$\\!|#=P|X_1ZKHT=|VLZE|F8C\\N=J):%8=6Q3UZEC\"52)47<Z! MI-)|X&D+ _RC#%R@\$TY
SO#+>VT)93R*30B&NI80\"N ND\"TGL\"Z>79+&MT ME\"E0.U*|99J4O-%J|)%Q.DVIDX-RN@CORU@|
M%@YD+|32)FQ&+\"Z2U|T'Q%6\"X\$ _J-P5HY@LX3B<*Z)U\$=GQT6|P@KD1|0 MZ#N@.5F93\"8UNKH;+\\)W_U-
9UE|E^?)H|@\"0.^_T@.*ZI%.*ZQBPA\\INA=^QA:6LX7WT:4X(G/ \$^2L% MKNBJ+%. _1Y8R>2|_8Z/M)QA(^O\$H'A8-
J*.MK*B*=I@E6#0VL+/4@1Z|)E: ME15<<-2>/OE|D)96_.R:M(85OK|Z+|T0|5-E9@G|_?*>4(KZ='++\\:H:2J MQN\"?
40U)4E@H7QMXYUI#9|?<#\"|M.IQUMW%&ZN\"ADK&R:P5-91^_M<\"S!C:8 M&?
TAG|C\"Z0QA|JMG*Z8P+2|:1_M|H^MDF^1N.V2I6N:Q*-\$6W?C'76|Z.MT.\$7A5_|0|@|AGE2<.:|^U<MI?
35:0.M:V|>R4X6*6#2GC7_\"DA?|Q-YV MZ6|_H9&5M6TVY|+|8N'H\$RFYL^6-9FJ>X&>@' 8G%*7E%SW04L^LTSWC5-
#> M!:E1&K+.#;4TQ_\\|F'0'A^/6^L#.C)HRJDN_T4|T|TPORH/
M\\MFHG32R<***Y|1)#5|/=+8:5#:@DLO?Z95NJ=R.S.T9>XAPC%+\$WX1M4M5VJ)Q=,B-
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8RB=U(O0P_+BJ*|UG8E?&R.R|>8K:3S%.F+B..8 MD=(_3E5@./>)NX.Y:E7Q:\"4?
7Q|MP2ZQY3U=^=.H55R(\\XZ>O8+|VD|0WL6 M')CLEK.D\$|73>|Q%= -7'C@3\"* _9= _|&4Q3'F|.FLW%=ODZOM|H
MT.BC/B#ZC\\MN|3I)#. OM@9R#2B|'6.12_P=@YBF= \"

MVS>>G;.1/JM'&A2)JER#Y 6O N'FL,==[PI>LD;Y4SC0^X'2O19)--#ZDG MCX-Z%(@@" ^EXPNPFZDRSREDF-
4FP/^5\$/L^GGS!:'#IP,EDJQ=J,QI;-340 M<[*)ONK.8LXE1C+#+;I KWNAS#TXI@L!D;[H.P]8R)Q;4R0>S:
M=&C;^=IF1+H=I21K'''5<\$3U0G-J#2IFC!M;P_*W28,+5'63!>K"S-6^J#G_7[NOHFA-I26:F? M'2
K!M7Z(I&_7Q6;T\$15\$MG'JJ91G9;05.FLLITCG6ABY>+LK%VAX9%1#B0 ML^*Q\$)(#L*W=>V/#FTEV&)U*Y9)K,?
WEAW<@KZ,U5\$&7L_6LOL-JN5*TC M@!@:68FZR^BCY2K;S+ "2G&. <[M"<2! 2)2BQS"LMJACD<[H6 ^,X%=
M8!71_RJP8-[S<[&^(V/"@.H>%COPD+<)_0<%;ZK.U9) 9D+*5/8Z"T;FL# MBR17EFE@FFADU?"DZ 5/ZQF!\$^5.?
9U+!0RA'WSP_6^\$EPSJ7,[W!<*N_P MI=W3R4QWUKPDNG1/J_IXH=B' YT(K7."Z!3-^%D&.G"5-^88108W,[!0,I M
Z!@(%C9T!PL_B4NY+OQ0>>W=M_?;L/6_N L^RK;RBW="0@VTL;KB' M/^X>JCLAD>J)ER,Z?9.)@:
(7(9&1+I9DD5,/M%N<%ZQ@TH;AG4B^G6P4!P M;7P5Q?28X:X%I6W0W7GFL0W?)D5<,.KP68!1%>9#KX#"@\$@?
MOQ>ZEG<\$O MP!U);U-I0 43;*P;(#UI8^;LU)PRMZC,X>"W=T4;J4[H\$JRNBR36!YC;+ M2E+ #41*,\$5D'M-
;NG>FJ+V<1-[KR@\$LXZ4SQ; <[6*8HDIV%M)VPAW'B+Y5 M;.&?;O*H&WAJA.?'43-
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O8.%;%\$L?@!.=3MFDH6F> M&FTH^@OL&5!\$FMM1IF3'3E5*Q<4.9\$U!U39(-V;X'&7DHM@VP)W@!E*!S
M;3GBD0B,"VP?U"R8DZ*\$I0M3-6! NLW3<2;RZ"RMOB717:5JFL!*,!>UI@ M-U;HANORI,/IPV-^+97(6P-/2*G7+P
+;VJA*?I0'S).BUX.D)(R3"ITL; M;F77CV".3I^W#25ZG+I#++=I#QIMQ<\$&\$.%4@240W&>"D"M\$=HU(MGWB)
M4M#X(CIQ*H9AF9822!;5DR2/6<^W4#RU9D/E.#?+EER4*[2CRLZX0;H= _3 MC-
!2)'(2M# =XLK)9YUQ1'NDJ.GRSIQ89;(&8%)D51."2:N&N12M MC/%"<#(3!^5.XI6.MPRBY3+!G?
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N;G;WC6LC>="YV7@&;DG"R="+RQUKU:E#A%VYI_&_,\$\$;8I((O5@8!4!+-!68A MBIQK>I^Y-J5?
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4(1SB4%&'N8!UZ!B\$ZTEOBRP"A9ITNG M_2W8>? T:P'FRM*MQK6/#I'BA!*>TT8B>JK_Q^!\$XR(#CBF1BV15&=KZL;I
ML;_3JID?7!HMD*. UT4LR?7^=6.3AQX\$PAJO!^2DIS!DBF6OL\$XU?1"26F MUL.
8OI3WY=J.B!A4)9,"L!@VLT\$QS!L;7;O Y2,J=3I"G4ROO%;**O1! MW?
8\$;2XBI3^4!;*+&TDDQ15U;/'!\$!T!%;C5%;\$11GXUG;?1X;QBE'TCD^') M'^\NK_1!<'@JU69;_CF^TZPOQ.#14.)XM#A"?
Q7P8THM7+P!IK) M^VV9"PD#UM?Z!SYB);ID: ^ ^66@74> M45DR!R?C;CTL;KN2NJ.RQ)2KQ_>H+?
E0B+>*J=SFJK9X\$>68E(OU7=)^ ^UP4 MXG+12#*NR@0;QI0I*>_LS5.<1!/J2/5F=8P!C!>01EA_+N*
(GH'!=U2!QVT7R"LOQ/6JAKZ0%6!JAY/58_N"7E+?PYT M%VCOT;3G!OZ;5!2UE;_I52XIF!4L.#UL.DH.\$D0.'TYXN9URS-
0W"@U\$6;L MDC8I=U@A14XMDBH-X'EI!%6HG40Y(57*!@I>USM+4VQ9A*H*2?@_C!YBM-T M)'49M;)RBIENC;#E
CV#N3\$5ZF9,X8XF2;O+/FS^M(P00Z#ALNY^>#8 M.G7P3MT!KIO_.\$+CF7! QQERE2;_GJ#A2ZB?0_+N\$ SC.XGQ2?
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\$3H^47ER6T4!JZ4^(&*7'NL1BNQ;TQ1CPR\$!L;D&#V\$*(E M39HDXC865(37B#E;_&6?
6=45I/!@('\$/NMSY)B9RC7VP#&V&I;_I1=I1 U_64 M2 _B&;MOV!1@F.S'.AY)BD;K!)E'\$!N4G
J^;2*+^B'5!_OVD;12G4;#K\$@_M8ZMO'JFA4C.Q3'=V!O!/5J!Y;D;5I%B^C=+/D=Z.U7-8X^ZWJ; ME?
4)NL=05!Q2U8,NNL=3\$I0C;_GQU;9LS8!/F!\$=[HRNS/_OXU^E&MI7_"
M7)1M;_H;X2P"6AE5*1P7\$#^QC1\$M_C#IAP#D"Y" C(^Q_2AP)TF0&%V1F MI CK@I4VJ8@IL7?
(*L/I_ \$E!^T.N6_Q)/0M;IA2Z0D6!56Z7;H4IW\$;6RS6 M&N.ML#P\$;6BQKBO&;+A*_^NX6@IQS+/+WT=XI
D;GG>^HZ2A+<7H"<<\$ M'+4L<'WE1(#YJ;C.OOZ%U6!;XJH9>P^1@8H\$W"5L;OJ!;\$?_O.6//5/IL\$
MOXAC/>IQB(M#2"Y1(f@<L&JP(>I9!%VJ\$O%F!H1G*%<O=L6*5Q;/2-TG01N M,[FD%<O;49^%F,<M\$TR>1+S-
TK9C;A),*=" M&"KLJD%>D+96K23F;M87+1M27Y\$!M(6!1J2JLW&MX;HE/9=W6O*57'97"TZ
MUZ6GS#KU16;FD"@@9_>0.T M;C0L;CF;L>I AQ%I%)<'N;ATR!P7V-FK"Q(AER5;50!R5_06Z?
_7IKJ_38YG(B5;D&FP?;f@ M0)X?B29!3U3!% ^1,>>F'OY?D-")&DV=EB#K*M;_MS;NB=E;F=+QI!3SE
MK.2XO8RFV5%HP-IITS) MU;WE'""E@NT^%@Z6O@!U4X>G*L+K;"45J5;_J@";!DVIS"W'Z/6_7+_5A
MXH9DAY^KI?RO_!RPOT7H=PD^#@GAI@.Y7N!;D&B-S.VT6+-% %8C>@?)
MQ;&G)^ ^!9&.>ZR.#AQ%P;2!(1YWA29;(Z/I8^>@B.'PF";9'6O\$3H%!NH3 MWTDW9Z?3?1)NYY<(7%D;4/=23BI;L\$?
!&=%"!!&T.Y!>;=3I?/D6!@;fV MY).QRK+>S!;f!X'2K;\$W(5_!R;HK'EAF34@'F92,^8B@AI_M_UH#W(7FEJ8Y;JRS
M!N;QG#P=H('N'23>_KA22IV3L\$W=7QI!4(PTOW%2=B9U#_#*0U' MDP<Y;7G*KJO E;@_!D7S93DH" T@-
/D_H%WAHU;HG;_M47B#\$JA&_M*OF!L%M90 *M+^9?2XU\$M!Y'% Y5 M4?W%PT!IKMN&\$&0BYI-)RGVIN
V(H0'ZEZ'185%8@QAG45B0P-!LS^=M_-MK1LT5(PSV)3.F\$G;V7V==H_6.(>S+TRZ5_NW#^!/?
\$4\$RU%Z#M=L7A;#*ASP MRG!)J!G!0_LN-@((Y!Y;U" M'8LL9Q0T&% YR !X)LB(\$+E)!Q<"9I*:=802" _X,PE64Y?
831/R5F/HL!8 M!W17<!O(G3!KUR_LHW,<23>"_+&CWA/&C0T%CO1#6"*PIBH/)I%<LZJA5
MS^I>U8H>CDP.KNPZ?)1?6;VDTJA "IM_*5;3!-4AJSKCV686F';NIHLZ4E M@;A>>
HKJLKSTO((6BKS'Y9!U;_*G;6'QYTDY?DQ?07NWU'3!_!_=[^H. MWGX?S7KM;A=NJ_5(30=EG;"L />D)2+1-
U*%-6VHZ\$=JX;C4(3ZB'7 MEY^&=^O(-D^G;A@<'PP.U;.<5'499ZE9D(FYOS9YWH1ST9=ED!GOM*!S0
M8(F;W!H0;_#*5GE!@8O?VO\$*!6Y!70!H4WC3BJ!)@884T2OSXD;@WWS59 M!L;=OOH@OS*H4)S2<A4-8+
(^73;_>B8T;_1?FP!FD M)8DK'9^BH(XNC-&(RL%&U7!3!H'+A%FE;TC)S.V.H MM74L'318ZH0-F9UKC%?
CJ.B;FVZ\$0G7!9;_!0!20DR%A=%DWHIEZ@3O=O4\$W# M_*W645Q@V9.D!X6RJ< RT9-62K!KFLQOVX!F-
FLVT%&K6==Y\$F!UA0&FUO,E#0 SAJ//_,\$!+VF31; ML!WWQ"PU^_SNM!EP6P&^"f@;_AGTRX^M9H-
X%V_7>C.YE_G2C\$=5^H74=WIM MZRUBGJH=I4L_*NSV>"!@?@,>?Y ML8%;5KNNB*3Q'_-8G18A%F@)
!5W+R#@&QZT?-(1K!>THMCX/CKR;9;5\$;_M/CI/!P)6'#/ M5>BIZ0 WJZ_-V+WW(WAZT'UB@+J4HM2=T89#;-
8&A"3^G0;GH.FE_O_XV_ M2+GO=[D+FU&^5);O@%BDC*B;H9VG64S5/VMGGR/;X! M=;+%K(2\$33UE7ZQ
_ROQE!UHL);_*J^K*MK7L;ELW;5_YP0!RMT_2)&V\$&R1_&54-SU;F\$!OW2_VVC;HSHV;_#CK2T;_F2'4FG>WL;,\$/*8!H
M!M9_4F2;NS2?COIT_!Q7W.DU;R5YG;+!%4MHV;B4(SE+KT@;UMI/!P47;G9%7 MY%?1UM;I"HDVN-
S<.&KVP=+V!"EG5!D2Q^J.MSI+WZ>U%=N/Q'S@;!AI.P M(W<4U%<36!Y514QP+J/#YQ1B10E*!% GAV!;J5;?
KK"TS)A1%G!;=,D-O"Q MC??64"N73C8F@> 'GC"#LX6^H<)X)#H;VNK&CAYF.R>?.\$B7G@TT(GEPMG9
M!QB0=^"H;_!QTKM6MT\$!^!%CXE=2C".3""K4JM.C!F(F8QA)LM8*)Q)"2% MS'Z7.%0_!\$G;I!C-C'4R-
!HDR>Y#O#65KVT"XX3?Z_WSC3UE5+ TN1-LY\$ M&V!V3%-GO6;7"=XRWU!VS#3R!U"5(ZJOSKE MO;&D%XH?
Y)#5\$B9'S;_#/'!<^>410/>7HS6R27!7!@N869KM@G8Q57LJ;H<+ MRUY*")-0#2LJ)2^=,OTLL#H\$Y;^!>_(<^U2;RV%
(BS0VD>;VU&)_1^3U; MXYV!W;MI!U4;J^F#>!CG"QD_&CB.O X?A0;_<Z**/&10QZKAV4!Q.P1 MAJ*(%<+4L4+QTFQ
W>+!HGW.BS+!6ZZBJ!QTFZ7KA&F8;_QT!(B9Q=\$B;+X3 M#AS!7N6*CC=+M%77) FK;2_WTZMTVZ;
7;9*PB5S@BM5"IF#'^%Q* WX#=WM M\$@P@3X3J;@U^3N=5V =K-(#9!H)W!L5-G^!_G3=UO_V3;_!8EI^!H?;
<104YI8C!%?%N*K\$ =ZR+%T0;0_#JX%EW!#"(3>_MC!@'B&@!7G)!&QJZ)8EY5/T9F\$=VD0OCU.WQ.B#3K-0I
S;WUOO=X'DV4V) MKZ*6#N+ "E17#>(LK;_!SV0!#UF9LY1DK7_VJ! "PI_99,X95_64> AI=H/ M>IN!9WOJ;74B#_UF-
6WJDT%T>I.O&8WL_*M'EP3=;_O&Y VXE%UAUE0"OLG M;-Z#-
CM7!X@/<2_P5)VMP*5M;'MY<0H1^>9!P_.\$%B>"R6T/?5802JY2T; M9!/^Z#NKQ)K;%V;-?BE.S.SCO@^XXC/9ASQ)


```

A:FA5/ MJ>VUP:HH6%%=UJ/(!"WEW9K1ST71!0!=1)GVH/(YM3AC*(*DO7>R!U!VZ+
M%,DE8_7:NL3_1V$U*&@0F2SR5=+.WH|GK&|A,%/%+YEGSPD552*|U6'& MR3:(D!=*ZXZ3>.*#'BY>Z?$.
@R)HX9AL;OKP*G(DP_ =VU'A,V;*YM2;>134 M+.F*<_EOM,--1:FP92E_M=W|L(;;
N.F.I.XR!>J">.P.CJDA&.%B/&$D+BEHGLX*/2$>AVU:1JWI="?WXBOZ M4)(R1# MTUM(M|ETW/*
<>LM7*4LV!#0%9X<386@T1&19$RY3D$X' E&< #.:= M&%S'K).> [TB.^N%Q(. _Y'O^<KJK>2(N-F*RIL"TM;4<)-I
|5!/_/7D.'JP4|M*TL<$4SZSD!/.NI57+FXA|H|F9A(R6L,I,S MMUR'@T,>*V)SI^YB(D)V.YCY>F'*V_*W#L06Z'L$@2*)^*
^X)9P:71="SV$P M=7S DO!/_/R*P&|&|$.|_HJ# =2IP'MBU4#Y+RUTAUT!%|H9H|&"SPN)+# M|2%
|S$L77(24N.*>$NOE8.A^M*Y0M|' JYU'OTME *38UE.%5^Q9,F68)-@ M0G2.XF$*2Q
FN*.9<&|61=E1:2J;.J02Q1GUW|T.MZIH7".MIW9"/6%%.
M_C:Q:UAR".L|R5|0TH2)HX6"XMNB%.4,E@)N<&KT^L0%CIA0<"TWM2EZ.9
MTQ=K4Y/R|W%?/P|/A>_ EX^ (9SQD|D12K|*T6J*RZ;M5_!_.A@ (E9%9STB M-
@3V.)05>)BX5|S#S|(*F<$+I^5AC+=SZ69TP%<>X*N.C|X&%51B.B)4O? M8%^.^? "5IFZ-IR?CE&&3*8;=9D?Y|W-?
0.5-?TC..W1M91&|S8B=QX+|HF5Z MK OT8<^XOO1.T3T8| ^W$LU' @=MJ:69U4*!..?%>VH|&<%SP;|*I&=I
+Y|<$Y|'C|8&(! M|YJ>7K$|1$MGX#FI@I:C$BDJ^*W%#: 2/1.P M)(OMT<^LMYD)GR$9B4|A+_% "B7X^;I98 IL5"!H
I4GSHH>@J:AGZ&@&P9 M&699P|0EBJ|C.X?H16;XF(X=9;K3|IP.N&8)O E,|+R,| "PM&AS47S
M^FT2>T.WH_ J|D^UQS53)*I$379A_+NE15;-|A|^M 'OH^V2|Z4E#E'W M5(LE|5AF=87A 0(HH%KYD%?
HL0EF57|28B|29Y| AMZEGDQ T%0Q(BKD M'2 4=ABUV|S#|9OAEAM^$K_Q3>VY8ZYK&.*J-.KN8%!'!#19G5/I#
RHO2BX MF8C_9KPG5Q9+AEW99)-U?_<+|0STW*.7P3&&*U.4Z6|R. M$P!MF9;X>A&F
M3U&$<4.)KS+ULJ3(Q(+40LV-1>7&(UQ|C:7*"<%&?26<'|"+Y@5|&4UA5Y M+XNG'5/|F1#|A-.
T6T(UZ&KT')P.VYXX6H^8SBIM1C.V'UXL:LJM4TX="*6 MN.&CI-./?X)^)K'SYS-'U-N#W0|DO".5&Y#G-"O-
MOU|M6=J7.6_9O"PK+ MI=@09SOA^NCX<|E6=|1A#$/XZ'B'IC'0&7H-/4DM<&K$;G|P"-N%|.854212
M|@##|PIYH>4>+OX:|@JCB5JQKZ0H^9J7.6BNV7WC&$+QR|D6WY>>^>4DX MG;8P+2|A9R
9BS+M|PQHW27UIS:M&9_ (O C?V0OKA^|>I(X"9'R.60$#- M|J8'M|+|55F&0:2R#*$?0G0X:A?
0J^L|2G&|38$5RAK".5J|&?=-WC|Y)%4=05^Z*$ Z5/X:08.L7H./O.2L M?
FW$+BRM5.A<6JT)CW/AAJ^6.EJD.Z:3Q|.55QC7/A8GRAW=|8G?@7%#BUG MVMA'ER2;FD)P_OS9+JUOP?;?INOX?-
PU.^@060*?6MC2_90/H9C|@79GV|<3 M.J;2;2YN1%?X-U3|V#0'8.W#|^ (5#1^9W(%S5I-|ZS,%L&K-FKG|SE#FW
M24$|QGSQ3)T'5(R2|Y7@5C=GVLBG?%Y-L4WM08./U.:0XT>.T0*=R8TBV
M;GUP'XMP|JWMT|L3YYKV.SZR|J<^A_Q(O^|N'"#9*;XB|HKN_87VE.A|^IH M'L>@QU_@EQ'=$7^D)12L1
M/S9HR35^!K?E<*&GP"8FW#-).EC:'.TG47T-1YB.O7.R.#:>7_VNOGB=9|A M7H|GB-LS TYM$4Y+MIYPG%GQ-
N#L|HL3|L.S1SV68.Q_O|9CA2X?|B#R'C|E.L:10_?'=E9P:0P+H MZ|JF8=2BH54D^NH.50LC<|)?GOT?(*>V3D$U/(-
KS.A|JN2<T4@ S"8'F.M'(TD|C|RB 1<-_Y.S'6$#REC K$41_88L|!"#B"#Z9&-20(LAZB4UB#H M#+J+X
_+E.2|'VWK+ZJ'"$!*<9WQ8N'6^2'Q(80"X3R7S#TCMH$'46|80O( MTJ9|UO*1"Z.D%R9>P.GM=EMGL0|4PH5^(-6Y.
U|UYRMEKK""V M3RG6_0N@AXW=5YS.0E660$1+>*AY.8P8W_&H#>_3*GF--HCTK|2%|6
M.Y'(PJ|JHRZSD+$+O6@3H.U@2WP/ZD3'8.O^CM'(E2NUXU^7N^&R8P*5ALAY M_-GG*W5.P|?BTC8TOR!"-
E3>/_=N$*6D_.48&3_@.CW|A2Z_A.EYZ3FG%|_ @ M|X3+|?M?%S|_|^5E(/?'S^2/C+?
VR4>2<*&D7OU:TOA'WE..X5N97B62'B|= M)1K(OE%NE58|?JRYM^|L.#|9P%<@1BNZ|1Y09<7=
N(BJ&CA$D$C.K/KGGS|@E-UIP|HJ|_..GJ.M.|DQ:7'0'O:76&"GL MZ.?(Y=1O|5L?ES#$DDI850B,(.5#&?
Y.U&K^)|Y^(>+L876&JWC:5$ _FN44 M4 MYR|B-F""&W1|/N^0@-G|S|KS|SY;UTOW*;Z@DFR?
3L NP#>=T#M%Q*CX9K8% M2,/_#1|EN%B^IM9P^>C?>V#DVN&"/L:(EM$.C*|PU577T8$^#JM*"|S7&9
ML2VL>+T_'HA981SGZ)XK0383A#0|JP'_S=|)S>^*/>NE1. I&2R1@W&")0H
M69&AYE./JR$9T@RSVTPU8O*XA0A|B561Q@6J*._"BTHGA%12,&0@KFI-VX:5 M#D8(X?)"J2&J R>._E'T1:K
JUCN(MW4?=49.19LQT%N46R1X(P*>_S2SR9I M$7H|)Y?G-A.*:51TU:G0(K=,OS7A+*FTAN2H|%;=T%7;.^+0B>
|N_>9"YH MV95N8JX21?1)XXQ0|D% CX7|'=3_84A?<;#UU0Q@2F("GTL?E1_*AF$WI%BWX
MNB|#/AR|>XE4$#VU7S|L|T=E?O&?|(M->R*(=|YY<$=I3O7ZI P
MAN;A$#5<5XAF*ECV>LT=^=ZDMF)2BP:PTX|GOZS$WKWX|TU)S1@631(1/L"
M/P=2<>)%@%SDVNFGBH0L0.&$Y$F-).A25;P$.IOY|R|7B&+A?I0@1+|"|H14A;J"5O4P=_6 ME4-
9B0|3"JWP|)WIZ^EP|9/4+@:9@3'_G#K*KQ38==#% 5(!%0Y:;ZPA'M1 M^D_&Z@.4V2;G4K_B1W#M'B B7|9M:@?C
(|4_4IJA6RX.KES:1.5B/B^0KK' M.OPU>%<'0L'+3AI603B1SO@E2IU)CP3ZRZUFQ.6A$3|6MHDDQ@5=VC=@GFT|
M+=>.#2>B|VDD%4M@BHL+TVPZ?.F$AJ64/C8 | M2/D>1.|PF ML)8>UJEPEEC!0M6CCI(2N)?:(7DD.K|JHR_=-
I^2=D)DB&C)_ (IND<(B E$ M%'U4=RAWA)$;|_QX$Z6$>((G7LH-
MHDLT|HJ5).5KWF+@K=V8|PMQ:=-I8O6W*2.SIUAVK*N MLRJ5;MK69#S84H2CX01.V!$VI|J-IST3R5=KAO)>PA6S-
FL#.?|=C+7E/S5 MK|M4IU>8:A6_6$Q|6&"1=W@/LV91.JUAEMYG188*A%XLCH_9Q("L0R59.M2
M&YLC>HKTID")J*6OSD| (=|HSEUNAKW!*2S+1'28'4&REWS)^ A8;P6< MEFGD+DFF0SH-R-
1BQ:;#HJ_24UQD|>CG#.PY_ |4|1(L.M#1W&83MYGL:3&8CYB04HXIK M.PI/L;H?WPWT|&|S@2AT$K4D N"W6^R1?
$|)"ZG#7P8_HK_W*|"C4WE622VZO)_!RY|_@_2XTNX|A09/PVSNM$>Q^VXWD#
MU.Y|($0X1)29:|^>8@Q>XG5JYMM0OBAULAM;0&'PG>|5L7%_.'U*DE'0$?M> M|")R|+OS=-<(1&OR4(|_
_="HPDN091V58Q2639WF;|PP$2F,<-XB;$JG<|H5Z<9TDL MR)|25_(H?)_7$)+DX|S?2"
<4<7&0.IOZ78_W|LB496/'##1#M|C#|_K#_983 M'TU|DI+&'N)XPAEHZR8=Z.NB|@#H&S/5RA
PD:AF/*_EP.$ST0N|D11Y08|_ MHJ3(/'1>Q:GN@:2$*3,4=(|CPFH5V6^-(8|(-+UPPTZ>TY!="#GR|C7=Z
M3(+KYFN%DS;068C|8I9L.).E|_..GS%XTR@:3-Z+;6VVV8)>QENFL670GB&)" M_7J4V&2X/OPF(GW(C=E6"Y@M'
MDPOQ;=%R&OF/?Q'B^_W8+Q*8>FPL_O|C($S$M<,$PL|<_MUE<5#Q=;G&MFD,+1T,_MR8+.5|KXS3?%G E^&N.
XN^U@|D48S|4EWU1YB)>7DV;_<'KPIQ'&|JDXU"TN&N#.V|EYA|XO>?SD+;T M)E*
|&8SBVA6H;2NU3R2'&>Z1+1G'19MZ
```

Y)%A*52_5@E4%IAE#Y MW\PSI>R9^HGZK I49B%YI0<@AQ1N=5FX*QSWP*&-=@1+H,E0P=&5?
GEIKJ2IT3W4BC>!QW1(-!E!>, QJT(<#-M4)IC1^89X"!&["C%W%#. ^Y+E&Z-"JZF^4D&VTW*Q!_-A+!7*R\$5SC22
5,)5 M-)IV^-.@-LK#>XJ23D02LUSI+@UJCM>AE'5%(! M/=N:Q%.1P=X/3!+)OVR*U
D^AWXV5K)YD(K-V3JWXU6_V!@!?)>-^R*?XS M->Q^UHX2ZNJIG^7@MJ8LW%>P8J1?=&4-!7K#1C;1
MLHE6LCP%(!Z=ZH_-^LRB^6^0DH1@NOV(HO19(24N3*0-7JDI^MVIDZ2/RH+FB/HLE.(JZJF4RWNSLC1(JYY
9X4?B;KBE' 3KM/) ^)N T+IA M4S')8Q.G"M.=#E.P-M%J.UU2BI(M8S10SB+2Z;HJ(N)8XFA"OY4 W E1EGC) MY-
YZ%3>FT>#GMD)OH!%1(602M" J?4C?BF)\$G-#EE^3ID3&J8(T(>)^.LW*5 MRQ>Q\$ 3C1_DLHK(.5F2VN")-
JS^>VHY\$KJ01L144:M#5A?H&N;J1&H10"*UH*:NP(/ QJT+M\TS\ZMD077G-3;51OYJZF NMMSA> M;HA:PAOO)
(OY"DEX-60Q(A=)@*IEG18\$B!QWM>I4Y;J:EVB'4+=R0(MJ":& &P;20Y)2DT5?XKFPK%5M^V"Q@\$*W:*0B34BLH
K)7;/Q%&5>L0 7# M4I9X;#&3 ZOLH.JOPGO\$SKA910>C/?V&_J14Y2W7"_,>(OP' R28ARB\W0-
MF5REODHL\$C:D'U!C#?JOGZ7Q.I>FBN:V%@NOC&'9X?)BJ; M6E_(!BMT*!\$QS:=Q.9&ZZ)TGJC%JH5CCE*;%^M
I0==X-IO?1\$1UTCARBL M=&57;)@0.Q#4P<+J.29)YER-IW36W<[59-AJBDK#)LLU045M;)CQI@U\$!ML'K^1JP
M'7S62'1P+;B/V\ (R NB8BE"68LR\ZH.[C.\$MV"Y6ZP+NA?YIO@#^RQ\VD/A" M(C L+"N1NNJB<%)60;!OG,Q#
IBD?/>.K.S-6A59X69^0H\ONX6KL*/T3IT9_Y MX? S7CBW\7I.7)T#ZF)AS%X*XB\PEWF2.I?
_#+' :Q^%#RA(10U3@_2W7Q<- M//_E92(="!8NZ;%YGL8N9GFIYQ)2O:0YO_?/5M5)_ ^17_HICWO^HK\XKB%/\$V\$!
MICOC=-8#V;J&UHSI^-R^PYK.GJF&C I&+PNN8>APQZ\$SNLR#B F;DIRSA<M_%PM_KL'A_D61P?3H(XN\$PZZO*
<\$F\$!4HP703GR>IK=>+MHA9PEG\ M-(<J^NW?
G)^?/JZJ9^=6'K\$)09Y10P\$NB&B1YQ,RR>SUM+3P9'8/1Z6YL%R=X#_B\V'!16X**?1L7ZD
M^07+OLFUN"OX=,@H4#1&S;X2-?_#1CNVJ7UUF)O.,QJH/EH#F"4F\$J9H\D8Y19?;f/W\UX;ZFI\$K=0!&D?'-\$>
M^G#_ "DHYU="Q/IKP=417^_JJO@TA=-NG'(NN3WA>> O-! =P:3MO=T6^:OB
MMB.^8+KK7QTG+33ILW%3GJ*80D'<:(44.*7>S#(A<^:7HX\I:%ZL\$W_5 MJK\OK\;T\$9.2Y+EV&>8K#9PB
9_#G0*O(MSUHI5KY4*19/L13AM< CJK(" MCL-VHD)TC=L@f%JLU0J2#BOD^)<|<(-/5>EJ2@ (OP\NK"FOH MUW-
Q**D7QN MY"41>-7\$!&J8%=9;&2'GJ)> XE?O7(X:8G\H9A M#TK1JC@82=ORXJ2CROYW=(R%N^R(D+!_8G2Q\$)I0?
J.N;=\$)T8*_J5N_.J KM#186T3E&WR@3IN6Q'!NN'FOY&7@F=M2:9NYJ%2A-Z+^7/<0U%29;
M^=|TR90;H"*C1&7JVC;*\$0IUY.I(0 (\$I8\$VZH6S\$H_4UJSZOWSL=|:S3@_MONTU?YD.N?1JZB:F#;\$"?
E5\$9B3@8N9J'YSQ^A_)WWK?7MM1 MT\@^0",44@C^8*L;FC.R:(G?A.@?W!!V86-CCL B\G%94 ID7R\O)SH&
M(C@C2FU\MJM4.+1PE5_I-S ?IQN2IQ8M8@T6%:VEQB\$S(7DSVY*JA8)@TW8D5@GKJ@*+;@_!H_4N"W2 M_-
)#7_J6JHL\|FHS178FIEY8\MA#NPSLQJS2.ER<=|+ =ONVY/EX^" HR7
MVXB.P"=)=+^V&RLKV9.L@NA#3\W7\$W%2A\Z2JZHQ;9ZV)\VU""^V52.X?-(M7\$X#!@*35S&=34.4;0M!^2U9IO"
<+KC9!@^G/<'6';2.5@O&%^EV'8/E1H M(J!>?@+ /KB:&"JA!KIDP;E6T(M3+Z09N;/T92CGF;!AT/G>\$91AC, >MW(/:
M;8N>IM4K4Q?JF&*^7;)S%?ZBGC&1ZGZ&A MQS.TH-
;4U\@J>XKMTT:@NHEJHIHTH\K\J.O@@T;NJ#D-ITB+DCU4.N6R\XY8!*C&F8H\B5NVL\MY%<.OP%
M7B7*)%QWT1LNI47\$MG&X\$)5]_ ^O"=6MJS0^Y^!]>8HGX3;ZAY4CX#P.(&8B!%V#"ZY:>LW#**&UA?
F37UJ>O(V0+;JW?2IEI/P/(>* MJ^+@RI+OZZA&)=B(4!N<6'O XQMCHB:N=|URT;2J0,"ZI<:CA=3LSZG9"
M; >6:17ESS)M7E(HW<|D6;T#;>9K%=IG*S.N)QWNF=>Q&V3=;*Q4+J*NU9T' MMQM&O@TL2/CC;)DZ8\$UWL2++#4;
DMH#WH+@PZUGHCYW>MRJ2POORZ6Z.^74CUNQXTA MRJU\$8P@7="6_CC0ZBOP1;I&BPH*TF_+2J24?)<\$(I?
W#89U&LK!\$BO78DN M?R!T ?&JB S;^!%@5N7\$I\$O3X9N!Z9?R+.'T5L/-2+TB>5=Z"-X QK'%*@'
MHC,XJC"\$UUHW@:+0J!&O4?Q4/G9\$TWFB4_H-IOJ?H&Q8A>7MG%@"GVEV@IQ M2:##3B,DI X\NAY?
ZR^OW+K=FB3C*J:SQ&@+;QXPE%3)GD.E9 7>\$18JP+=W M:4Z?70;E>8K%D66;N/OXZ3J6;.3V"@DUE3 M2OMH1-
I@'=L_X(G"2.^1F\B3 Z^XK.OI^K5G\R>/8+H?IR9/CAV/
MOO\NJFYRSDW^!9OFX*E*/Q>2QZ0IN68.T+5X2?Q\ZGT+DJ#D&S\X.OIZ<-6I M:XXY7IRC#\OX"?>?
JBKZS>I9O=TQW1RF6V#>+/#DR>/%_U\^G94J20\&R4 MCY0=QMA6.)R4\$9,\$G+PO^:CB1"2RR=0RJB M%0;A7
/#8^T0I"ISH*W1&34C/KQ/91+>2%UQJMFQYK_>C>G2%N\$S:MMUHIA MIG@CAJB:^I2SWB_#R."A=,4
I<<7*&@V8I>\$EZL)&56/OUY7*(2>=VUIC! MEOP(GSCHE:YJZG9E *K'?JYJ(V82IEDGEL)
IT6MO'25\NK46YW%B#Q<-Z\$ 2 M@7MJNW)>)G^MF00#(P1O?'P%N,"5*.GZU MWL="Z"SIQZ)#=N5;1>
I9"BG2>#;QFU(J*!0!##TH@M62%Y M AF*Y_ Z^M\$;I;H\OKI_TLZ715I+8%45R2T;N>N1'8;*8=K\6S@="=Z=
Z=V\$D"8Q/A73O MAXO7E,2EH\MX'NA=AC:P74IHEF.G#;*^IDAQZ0=VHLXGHG;D7F/F4F(4Z, MBT+SL3.2_VIWI"#(OZ\I
<9S=)&%;HH/G%.X<)XII_F;)"=6A5EF.X91OR M)E1&(&#_P)Z5Z2"*_DLINV7H59;B"@UED\T/EPA)N">SEZ!-
V*A2^X#V M""5\$EAYK=BFZHS\ P.<=JN>*S%J!AUJ_V>F"+;1XC3!+!;K5(HH8 WL
MU)J:SY5A@5R4GXG@TA%:%JF;L1K;^JJ0)9<^9F-1'S15=W591S KO?)D\M M+0W0IV.U%IQ;.&+9^849F.;7E_U^&!=#
I+0D*MR.2SEHXN1+/UUA0IYCMMC MK26IG4UH\$HCH\!AS*B<30CP57!9\$A0\$?Y;7J@Z==IS="(&8 T@C9@OF.T;H
M)^F.@*>.Z&?F;7G>EC\$RZMZ1;3S4A>H>8\$J7H\IC?A0Q1;H(64PN0%EWUL08=
M2*D&#CUW0ZIF_V"L&V.LGF'_BQ/&E0T6;_I4 ON.FH1H3MG8M-SRDIG5\UA7LKMAJBSQ"6^>D
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MO31&ZO?!"\$6JP*EE6^09I\V%BC)/F1V',TX4.(#KX5LI2EY\^VHICWH#I MB\F@=>0;U)S47PR#J2@-
WFIC0K+KCU4F9IA0Z3C.(NAY>Y!%G\$N5GV48I59 MHRS2Q_E2*D8A<%7_M2Z8W;.+G+W;XJ
I23L<\$XKTIK@5H2>_MH^I* W%b\$ M\$2YH Q'W+2+2SLH29-(TF8%L)H)ATWHEHD1L/8SF8F68BHS'/IV?/V.V.W/MF-
V';V;W\$IO+/WW?-I=\$A;&MTBCK\4\$(->R!0* OMYS*=JO"?? M1*&-RSJ79!+LU@8 D?=\$="54<:(P9IQ5K\7ML11-
WE)"9&WH2AL&4LDN>)GG M%?K(K51IA&W^.>|E\$QX2. <4&
<8YPM7\W3A+#+;8D!Q)>9BRAC(HU)YX%0IT&"&LOU)Y8O6&Z;+E\$?" M.IE17ZE*W80SGOD#1U!+C%2BJ9LKX\I-
/^P!6L^ A(OM; WRU1;3 ^E.O.)\$ MKU;E.#PIA/4#WDEXID1*387Y(\$S9;8T+8P;I=U+IA=H@J
<-6F?I24T;J%1=QM3BO M:Q9O"=-(VZ*A%LJ5;Z_D)E5?4C5U IM_%DN7A5(DJT=C(V%SO7N2IYG'L-G-U
MP<_B_@UQSY2_P#7 1%AEO:I^74!0L'8;(>@FC2W-<)"S>)TZEIT\JV8<06 M<%AJ4ML\0X4&FYUT\$Q-
^KECR\@ (HTK4>XM\$;XC)E5#24LK^AD);>9> MJ@6*Q@K'6#I9Z 8S>J.GCB\I;SHL(4?2\$S%VO*+ SS>Z 9-
;A)C6<0*;% M%M9M!B6@7(&9+J)SVI>+I!>=UEZ?T7U\$)=OLU018X%9IY6+G?;#^LY124' M&T>1 ?_K\I M.\$(C:DV.&I-
MT7JJHB\4T S0J\$#I>@M3/?@VN7_2IF0Y(^\$B68KN6_-ZZ M4YTHM/(?_F^J9+^@7WGR#>AF+I>%6'61++1H) 6
H3X"D_X;+1+H@I M(Z\$H)/YBN>R*Y%&KL3?V1N9O9%;Y\$KP.W_1LA+<=2> CVI8ET# ML;N^<7H!"(4T9 *R@^!
IPSW;"CYZ4I-K MKK)I+^ M#7Y%F5F=,G1%99A#I&TS@:#XPFWZBJ'B_KJ;_1BL
D&RK%7+LJ&+!H4E;KK1\$.4U)1KH!2%P M=007HEIVW.ZL=ET'YCO>J*OO&1D!J? I'FPSZ"LU*#8L1*RDD1\$ _JWTX
M'WB-*92F+@I^_S;="Y>22MT%X_LIA*+F)9IMD@I9_-L)RS\H!>EV MQ:PEDO*='GKK^5CK_58(\$JE4J>3%MG1N&
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@<:KB+^U\I;TJ7&ZYSGRD/%W;.;81U2U+16M*\$M8H M#R!>>"X/GW9.;
<I.IWX2)AKIS^;I LI^ MI/53^MF#E\@7H5L%\$I MYP.=GIOP0 M-
N"GFJ;Q)\$N;4=D:P4#PIX!D&=2510?M0XC3S0:IN2;90+).60*L&I M.HI2I)E8#E9!TE'QU+N&OBW-
2\N'2@7E/) &X6/OM8H\!\$BLP;+O<,*&^J6D M32I4-
TQYWC+CBF4;W7_JK=5G;@LL(?OVZ!>OPP4 ;N/QWLY1_\$SK*Q0^ M;_J5?34X'?H.3IU NYC9GBN*0TT*C!%GHWA
BFWML2+V3\HIFT=AZ5U;7%Q(OP&\$ M4RW-E%("NH7PH+LL:B)DIC)/P;0#A!Q)&*B."G+WV*9#I;R.ITH*QNHPT

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HAFW\$V-OICV15;G6/92O5KGU6>5.2ZPC=SEA2!GOIUC7E"(I M7"&N&-Q.XO6:K9\$I@EL6Q:0VBXC
WPY+)-^G+8SB/D^@YA/9A#S):FIE4- MSNU8Z4^0)V@!/?-\$9^OX)*M75IVZXS"N\$"&-5-!/?XBF*DC9NKZVV1V2?
MJD+;25+2V&EW ?+V@*->(2G&BZ=95M,M15>R=9H MUQZSGC5Y@-_%9/E'N'#"GX+
IBCH(JR1F3DZ&XOD\$H3NBPA%Z8*<->^< MMJ:*W5N)*1UYW/+M16&M2.4*2"J"J"O0B*)4J-
@60<%5^:5PY<\$CHBR<3W M%(WA;(\$2EM+^Z")P-HR12/U6 676%.RXAP6MINH% \4417\$BNF=)3LTAIYV/
MH9;NX5V@:;4A\3ILV%:@."L*_XI(3"E76356?PV.L&3 _DT^9"E7="1 M0Z3J>/J/@U>_//U)&{D#"*?
U9<H;CA9ZM)T^9L4RW^OX*BDP:NA_%2E=") M% %BXDD<0\$18R%1\$MH2UBHIZLV!(PB"7N/14J9ZHK98(2)P
IX.VX6AVKSHCHGBX2I7P1_>C>LJH:Q YXZ@RQ3#!7U-@VS%>Y&#0%\X M2FNL
JW(0:703&K*ELQW&#O>960(^S|<|>TLRDM0'8=2D0&0C|^STSB1#5Y7Y=BG MR7;\$|^U5I9WA)U")'B-N:OT&8
3V#Q0IA-7V.GC-'S9M_C:Q0^P4XO,H;H M8W2V1^JH*A@.<X^CTZ69S|^>79NN^OY;PJNUWGO:63=4UC/5AMT-.0B-
MS=%\$ /VDH0N+KOWIEYCC@MJY)NJR*)T1S2VNOY^KVO!V<M15U*X;0GS1H.*X*RI#&-W'B+:ZI*AC"%'
6BG3BP9".S0^KDWQ^0IQT_) M(46V_IABF3*%O C5):0&\$I="O>E-D8748GW"<|<XLW6,==0W%.:V!*)
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/ZW4K8=CR+^1JJEFFP:"X\7/R\Q,OK?+/0%1L.XFW]>T*1 MK?)Y10AI8>P0_WW3?
IMP\$E%X1V\$<<0N5)G_1^@XZ8HP;P63E7D(8AX;D)M)"0 R3%IK=%%@DX-8KSY M1:L+L2BT3?
L1O40STSI<>6^2:3DC)I>-Z(GD=N>^GN:5NR;U.NGIX7I=QI^M.:?_L2_OO._^POB_:B!>_ZO6^3M^0V=^_UW!_:1?
R^:/AO_&CH-F^O M<+:;,%NMUBGYY7)2UDKT.M:38>^C2-V:OAG;L.GDR\$8?2CHDMJ*.4+I4,D/SI
M(%CWQ|^M/WTEJ27,J+Q1.)?*=4=75_043_,D^<(2268\W7Z41HR+V^D1&. M3(M>^I^0V1Y%V\$=<5J2:7OF0&/Z)N-
Z>_:3J06;3L"#2;1\$;\$P+51-"UX _M^V%3?#%&-(I28F42&X_+L1H29;61)KU(6#1%+&R-R^.*ONS1LS18 U>+ MU5NY-
ST/F%OKOZL71OPG_L!_#7ZOR7N2O;0U42W&/<1L)J0SMK"JY;)I-/ M1_Q#,4)\$8-
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(T5A17"N%P1QIY08&,FIEJO!8V94"ZVM M.;MW:I9UO0N",SOY8=^L04?V6TW.*SE8*Z&VS\$6)5B5VN!R*^*2'DUJ3>L;
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!1A!"@F(#.3C/D\$OL+^#T*1L)I;J0.1\$2SI8F:IDY M/!6<^=D8;_SH")UCB_2N-V:1>15^V2P%6-Q-4IOOB(LA=,8;L P2?
ESLZH63Z_M:0YVO4E,DEISJ @GQLVU!+5\$C&IF9;2^H0EVB^S8QKF?OVKMU9\$U3<6"j6 M97WU-
@;_!1IAH;4E,H@^J;N*J;"Z"N(^YS"@3.'4.8>Y04 I'PUE3"P8R M%QOF8Q/+\$.03N:@0Y;63#(,%!ZX:"S 3MB?
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*TS6A;@3N5\$IA9.=N2J*WP>:HIG M6XS:BRPI^+6O!N?&7?E!P>3TC<_1AZWKZ2X+^13*DS%SC_I*VEIPZYASDN
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3QQ7ME8+W/X>C?&&#?#@61P?3I>%O/W1Z M?K@|&0!URS%TJEX+81R=/HIZ>SDZ/(?
H7I8&Y:LI4^4X.94C@?Y047U>* MJH/C^X^M&IGD|^48&C."V+E<6^V!77<4F1^F3;-WBH<|;H;1_.:WM1
MFJO&4<)3^08^LKL GTM(BML%N<0)&P9)VP_N5K7>.T@C/WH;HW,Z7M1?0#;./QS@/M+M-
Z*NYT=^+Y8R,3ZIK8FF3VER"H0HWR%OF/XM?GV-W E^K1 JY)6\$HX^OG& MN0:3UX>AXM7;)&(168X
T&IR7ED^V;5K?^<^&F=+&R:2C(8^GU+^BLU^K M;MVV/>=MHYFQS!\$3EP,#)LEK+X|(%9HJOI8TNONTPQ:BA
\$EY/N:LN-RG MI9U D7\$M>\$E|K MP:/CPP?O<16^A:.#2XS0X|U>5\$D^OV+3UI^YS,K*%_W1=)X>/I;YTPA(I
M>N5X3>K8IO.S);)"3MJ<^E1T_2E2TW7I(HR^<[RY4_FCI_L4B=VU.(6,K
M&=\$9?OA@?/YTX^4>NDW5^*#6)ORO#6Z=25TEZ4;"\$R2XV(UOCJ&?H2<7JISCW17\$/I_# U&\$16DS(2
9^7IGQD>NMM\$ZMJ6*VAS:AS4B9#XOA MV#S/ #.2XP/?INDSFO^HLR=+MS&@D-
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(1=^E5/2T\$8DE)VT&^1&4.BD;4&Y8S4.44(\$+^_ |&D#FH MR0|LX 5B9AX<^?P?G"/C4D0/B#MK3QJ\$I2T^43B6JBOO")
(%+OI+^#1=7UU4 MZ+ISZ5A|^5G06R=1MNUH!49VSMEBD14_1S +^!SU!C8A7D)83+J_U>RLWOD
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4=WB%QX72Q_MK;_! M^3IOIQ:ORHO_JDY.%|^V1&-7C^9L|81JFQK^BB(PM7DT&JUS5L=_=1|>X^B(C
MYDIO|9L(D8^7K/NN)8H1C3:%\$2CJ+J7B-CZ(JS)\$Z#F9I8.(7*-D#12|T>S M*>(-
K4.)X!AKQ3T@E>|H%47PGH;F^X<2GV&Z_ZJH(ZL^ZMEF;Z;2_S%1H M)3;EE>O>GI!(HNH4;\$&Y3I@3^8V.8 Y0CAI_
M^42^9C6<@DE.AKT4MWU^EG^=VS_K/L^G;K9%@MKCXSKZ^JT5S/3DR?^#I.SHX??
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+;Q/VICDFI+O*8)NIWHTOZKKIO4 F3(B*N6 MI/I:=SV#CG:@^/;)>-0QUQA^CHIDM=;4/V^IP=/DI1)YI<1)89CNN Q=
M3Z^5\$L46>Y"?PF#OWR-60(01.H%J!>A!%10O.AW;^TIFN9IO^"/-/#>& MIU-H6|^F+S@GT36BI^XVG.Q?O0; BO-
%2F)*537YPZP?E.ADEN)!9I9B&)\$J.C=QG)M.KMI9 _M>I(V^*O;UT1.@TKY!YA;S_"CH=-G8N0F_8LF!R1 B@V!I3<<
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BG;11"N2Z9;1)*OL:_0_K=(4.-R|L|L+/_5SYJPN;_@D|J<&)^D6 MZU1U/D,I PG#7I>M^M
^%!*K(K*4J_K=471U8*I^506V^9*<"N#;;>D 3T MK0G6;F;) _H=IC#^H4.
G;A;^7(4);@J#=_^%"AX(IR9(%DJHV4;E)CK;Z M^621A(2^R9>0!F^H^WX0\$XFW^D /K%CY>XBLEM^EAC'^/^/
IS_NE^4;L^ M+Q(C0Q+^I)^#J(F9#IK4AEFH\$6_?J.18HCH^N^I DYPWR1K3(WDTYP^M> MACO|H|L@D!4?
LJ9!;XHYFUM^L%P98HA?X@PYZ/^#VD4+PCBL%/>^<.&M>53-0@CB^I^&.%7=;_XS@09-SA?S EMS\$U0/M=
(1%G97.P60L(B=L.RN2N_XE+R^'=S)72)AEP@O!(<=^T7F+Z-I(M^@&FNE MLHW^HTH1^A-BH2U)+WC/
1^WKIE_KGKJ(P13T8+^MX6_OGA;#M1^8-3 MMJ^4S=X&_H;K^Y+S(3GEH+<_PU1PY^BYW*W|I(1VBG7Z8MV&
(>#LG*> M;=\$G0MH>R4@*M53W3G6B(NH^D7JBGEY)8NEVTZ)GBD;U^B/40OF|00GB.F
MTJH<G;CICAR4KNN*YF:D>X/P|3IGDUHD&4OF(;_D76L^F(^IC2N.D=)N4 MCJGR|4FN(U38I9I=%
16Z/14SY^U^_V.U^<^+;HJXB4^V!EH%H^S+Q*T1!O("KIBM70|^ M3;XH|9_OI_15XDN="1^Q2)!M/+8IW
3FT#_GTH@RRV^#W&_DHA9>E\$5K
MI9BT&SDL9^HXRDT@"BIRM+M;JQ*3PS/P^):G%WLKR^GKUXN.T%6%M,@&-V

M2MJWJ.LZ.&.UHP9GO+TBUNY5'I8YK'U3,423DD"<.*Ily@4HDDC\$8BT ME,+H=6P@#VN% .25=51558P=X?
+PL:'LUOTMIS\$'HP E#>!)TV@B60>%S#BN MV1A*&J1&A&'4K,
(EOGM>E#T^U<@J@SUAf=,SOIDE1V33,\$7*%QUMYH-%AA+<9+ZIH M6A(L#J)*!N.,*Y2N%N>C"Y!FVV607C8I!8XC;-
PCSB)H\$Q,;L%IDM"(O1 MJ-M8A12IN@WZ^!RE>:7LD:M:2(3&/BH1BF6"025'8,IK)5GTJ;^;2W.)#FZ< M4KT=
<63C@!UH>OK'9IWM<"58@JNR#ZHQ3&2^38N@X4VK%W,P!6O.(C@JD=7 M1@FGD090>*Y23G7,\$Z%
(4%N7O..S3AO'73B)70DS 9V&XR3>B!K73L !X3M%&Z8595W7 M?F*FX#|W:G?9S!A:E\$3"Z'76/NZ =
!Y2,;D46'^UTQWV% M!U)/8/SX!T^/GYT!NCDI/1+ _+3E@;^;*4'+OL2\$PP* MSA92=%/-4M@_*9Y23A?UY:EX%Q(RL
!@:HJ=9HW5E(SI"N!FU 'UZ3"1DCQY M O#M#H)-UOPYV3:Y\$6RIP'/7P3U.22\$(<=<\$7%TJRI*, 'EB5R?6ZD9Y?=G&
MR8IGZYNMISJ'V1(=SUX""G@BV-52UK%EPG\$.S)3 0MET4&:73G(*@=%A^"@!M>.:M?
4ZY%G8Z\$XTQZP85!TQ.7NDML1.#A@&R""T9OPI))%>ULT%YT4X3TX, M%UX?6 _YK&I
OXSDPF!HT9N#F!KN'EJ!_Y:1^X1!6IRYUUYJ:+YU,|M%?>Y MI>+QW%+QB:VI^H2!=%1.J-7)B-
QX.62 KYF"+D#581BU6!X"OIZ^1R7X'MH!Y)JVN!\$UZL9\$DL M@7C'6CHQ.3/GS%AHB@TM"JE\$2NB80<+G)A-
2,S.%ZM+R""+CB#18<F' M1YQFS@BH\$ _!@EGZD\$.Z.P2A."#FV!B4U7YU^ZNT#<5J*N!X=#>YH/O@82A>
MFV*0>84R#=#7"18AP"MQ#Y6.7HBOT#&X3DJM@9!OZH6:F9H:7!VW&4R.@:FMG:CRZ# J2_!@>J.FK=&A!4.K-
\$:"'- M8(4!DE0=@:AQ<81+J@IG"9MK(TDGH3(^C6#:\$/6.!!5V7OJ=X"!%T6<'MX
M",L98G7WY 8!Z10Q6.TS9FPJH6F6U0(O _!@+#+!YE'&WEV8:L\$:C@JVNDE8"FEZ+_!9B(E,;> M!FYZ1!5P8A?
6UFHX\$Y'=FIH4YA1Z@+#+2_HQ< @8'GP:, M9NDE,(!:QY4IL>+4M3%"RS.O XM6CQIV5&!6.9*44PU=
<2NBD%CU9/DMO MG"C"ZA'VF<%RX2W"PO OM.H1M<I.VS%\$*W>\$MX#N^>ZXR8)3 DX>%8J.D
M9T(RIQW):Z(067JAX'CA=BG0!%#IS^WGBGX3?XA4?JY" Z1Y!H.YI/E5AN _/+) M):Q:IB"2A0.!48D2OY\$(\$ _L7G_?4-
N"#+T+OR.D2D-FB<&@ZW8L+!NCB MUFT+!W!1P!XL0!VS8)!@K^5 5%2!&YGJ3(HX007E&I4K48F4Q3(\$+_Y0P_=
DOYY>WT' MI>>^HW#0^!6W.BI%M@:HIS&L TAG47I\$ _^3@D"&+?T/G@NB(?".M+Y.&)CV MP(X.6!A6NO.65:\$R\$+_
3#^1W3:.)63L.S>8M MV6:UO+,8/0!NVH+03SRHO30,C&(!+ "MQAA"V+!,OAL:VJ)1VXH->-\$K%,#BWDFD
M@!&.V.0D4M8OC;>.:H&TN%I%342%RA!>\$D< _W"29LYA"K2U'4!TP*5(Y4*>M, H9\$J-
YQ(P(MZHO!K E(TJO4)YL3%9."8WK5M2KC!M/*_HVO2JN7\$WP # M(90%T3N6UA;SFM/HS6H98&H>=H-
)RT3V"GAQ_:8L:%L(OP?OL"=:\$!H!0X&M-HUU!L8U1-
%4AIE/YB2&X:HD1<6WG"KJT0!X+:.JWZ2X!VL,1=4 C8X&O#WS45P!CFZH.C6:7F8WKSOT315!/R+ MRJ85/-
'Y3A0)"Q=1F!@IQVW@+:WJ4A:#S\$^N!JZSP^69\$N4MDVXQK!\$G2WA
MPE#3/5R!"BAUO+^P2D&G!JR:6,H*GA0!UC=F?00,/N==C;GCXZ,)XQ6 MJVB!/OT _CPZ"D\$!+_!+9545DVI@^R-
G3PU^"3 _#*W4'QB,>!,P'PSL) M^VK!836EJL<% 0RA.RZYI 4S)R*)89,R.WW?1NP!/-
:+3+P _#AWHX'^\09>NT!OAJ2W! <4<0Z'APUO# MW,O"+)+S/95KVP0QM,LOGRGP;^G2BC2P.*VX^X25D.TCX@14A!
\$VLUW/M=OT'.#TH1XG&>XF>MANE>#J3*YI*9;('"4,8!-PHRY@97)?Z:8@, _!C_W_&7
MX"@HW6S8LY& OV%CCR#MO+!%@B^S+,\$FIPL+XC@HM-\$W/O!7/2\$B9=UIMQ:D MMR<
!PNL+D)K!#A(L^G.I0O^IHMM"65ZU3)7AU+!#T3_QHZ&H%BJ>P.&A%OL MU,IL3^B
!Z0.3H7=J!.THXK999IQ:P/107SV#12-AOW%V3<.&P:2+&G:J= M*R:J7Q78I9:>IXAX@!S-
K+9R#Y(M:;A=ABGM0BY+3!*)=QL65^098D>.,D- M?DU.9833VCQ)28A6Q-
FSDP!IS,F7R.A1#X)8KM"6!A489DLB:.,2L\$G:DED+4A)4 N' M: *349M!A)*BSO! MQW="+/+
&VLOYC7RAF'8V7^WC!D5(U\$LC*!&,7+MKP3!FZJ"BS4KN*Q'DJO! M%G(S _"OEHB.N\$NET'BG!P,Y.GRT?-
Y!%\$HC;&6(O!X*.=K)_VP =,S 43<)P+0 M?15.D _?2&O!4TZ1/WCR!"2AHLV&>=&L\$JO!LO:ALF?Y*FV6*>S!S^_*2%
MEXL='QT=1Q<8?RV^S/ZSPI>.&EUL?@G5IY>@4.*Q^+1UV"N):?P6)\$!AWB-MEZ:NL
<6IV;08JX2W4&N:8OG1*UF&RL<#+6_A_=7.ACJU*5I/6=E.V:J.G>.RK"&%"&:9@!R!9KX!W(G<2*I EC +&)AL63-
56N??\$ED' =ZTNQ-MS\$0KIT9X&PU/\$UN.BXEJ'. 16VA+N2N:%J=N%VVK7*B>)>\$JRI!
M=E_UGD5^!_7V^3C4=YT3C%RH*,L=M4X^+ \$B"6S7M<2=)W!W@!<^0+,M!.V MYJFH."#0GFMQPOR3P,
ICW'A\$3DN0KWSO&*@!?)H9@U3KXPH*U?IU2#2%K M.E9-*MJ.5!HEC+
\$8P4,EZWPZ62L!VF'M: 'N3%2A^E0'7FLO>=FHZ_R* _%#.95M=@2!|MP6I4-*@M!7%JG&=!W6DOX7*Q\$YP8^'O5+T'
_E8X\$H>^1AVHN)J9=JR M6D!<|L.\$#**IR38P'# MLYILO2-L|+J66:-8Q0N,"0G!E??NM! F9F^4!\$!2V=+7 N=
<(#PT1N:OL.9 M">WZ8: ^68,#NE_X(*QF"i&JOZ(IG)Z_55":2?D0YHO!ML _"%>QUSO2TJ MROI,YAM2 _"T!8!X(\$9P
ZQ!|=JCMD(3X0Q.6KUS8&\$ \$O _@ M.U.2DX1(P4MDVABM^SCY)K!@Q E)>M0"6!|=HS&@YWW(1U^,>%3#UXY!T+
M5UT63'5.1%._!P!D0N M@X\$IZI2)5G6H!433%>9*)N#^"!SQIDHC@!9H!SCXQ3^?^B _!09"P)*2!
M8'4X1!0WD.@XAMNP\$JQ")M&=+1WXYM.UX<+D2M JCT!8M6!C@=MC!HX2/L MKE/G3 TNT>K!E-
OEUY03&YS\$F)VY9J3/(Z,R3DSV&HXZD M^!A62Q3V=(XZ,F0T!T35)WC MQDO +K\$W/_63Y8X
ZR/SP!OA9FALUQ.VTS8;#CP<^! V!,3+4!><\$*97\$W+HN7!98BDR6!OL MOK+R0_F*6+<(408LP2\$IP&6-@A;HU-1!9X%
(F%T%F_1YO9U?:9Q!B)AQ(.67^FK^FGAL%E/M=24Y>|=H!RH,MJ7:U&S(LR%?OX.NBV4Q-
DSE6N!:@K\$Y,*"Z6Q,LS%=:TP8 MVRSAW: ^EP\$,5--99#8@3.JRC _A6:MY+(L3%!J05HL?P4H1UT?UU:GL=, EO
M: ^1&P3:I*B#L>"ME03<2+26* GK!CR;^FSJ;_%YLM -(W4T!3&=,ST7N!1 MSTH??
OAB4AFL_ILS>HRS5(&.TAQ?""\$J6-%9%;B=B"WQ&@LXN _#9XAR3^S MLYA0WR86M)&7.3:
<+M= *NOFWXSV^!LJV!_U5U=*87I""Y0>>100G!K%K MJ" 1L60\$HBW!3P?O+!5O7.&<^!B
50%)3%EH*RXBX<5N#/#3!DO&<:_H MC ZS!7U.UJ?X5LI9^S.6-S7)T6C"9XH>#\$D&P@!TJZ)FYSTHK*_KEO2;M&8O
Q0H?35R^Q!ME0=OYF=+^&^T!4O'T&G!\$>2-/2^_U4IT2!PGTFYOWW!\$!+D00.Y2XIHV\$8I=(KJTH05>Y-
)OTW#QY!K7MHW7A614*:7R2SP3U;XA!|=O@LI=(6%M86SB)E-A-G MJVB;?AN3S>RGH!^D+^9G"
!O+Y!1!U!QMSY>&_GC/DG5@:PW8H!LIUB Z' MW7+5H-4A@UC#^&!W+P\$!^9&5NF!JAM0T5FZ1"NW+
(M.NRSVO/=H=3S3#B*:@AW -(#FYA.D3\$3_\$/D=\$T!+O%848T _!F!* M&VP4!O"9)>Y^IG*>_
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'#I>IE@="0#1@AG_W! M?W!|?O#@B?_!6P@^=TO7*1=EQ\$ _\$D"Ts.IP5J!|Y!\$VVE!IGX!|S! MO?>._M !APVRU?
B6(QH)"#?EU2J):J;U\$=8"=BDF7O(1OUEB=KEG&3.P)11K M)Y_*Q!M.U!3%ZZ-
TU7FWWL7WTE!\$N!6,5!9F+REBM":+UL?P78+X%3!A<, M)CI9-'KOO6)7?D2C!G:,SPJ!"VY\$?A#RMWGDH#)
D#99T!U#<|X>Y&@X7! MERYMQ_K-9OAM# !% ^V;"KMGF0U&B&7HDM2\$>/9=&R!M _!YO<J!F6*Y""0KV@W#-
_UB6/ QTYL?VYE,IL' M/H5X;K)EP%(V!JAGZ"8!4D-)2Y*7D>+5V.X7RC"EBL(RS\$(A \$"INBUXY1C
M1(OXI(B*TOI>/0_>9\$K&(@A,"M:C=%VQ:(BG*9-D6JK:KL>9XWCF.Y!\$5V M>EBZ""2/PC:CJM7O-OA0)A:C-
WGP5ML;WR_XJ_02Q61BSV1*6+B!J9"P??M M50/L!?+>=!V&?Q%:S#A_L3E!9?" UTHH:M#ZN>BM>0T^ICJHWAU-
!+Q!2 M=|!IP25>OC\$SQO?"<:_@+K4OR3J!2@XFM17BS!U%"^O8+ V! =IR=FYS&0A" MR09I2,,>?A#
QO8.M&B*UKMI<,4!.(%3!_72? M/GK^&\$5@8K!D=:X!>4SM!F69@:S>S/>VVN !WM5T5IZOF F>(+BF55C=LCE
M6(C'F!T,\$Z9=:_BLP0,1JKRF,S"#Z9+BV2SI2_X:ZX!2.D.Q'S-INZ*1#9 M25P A^F3C%B:./?VG%#E"K\$@V7-
"U":_VINN":.8+4)/! _*UY&YU@3N9/ MD*!20EG8:IN= _D.G+K! _@S/3!Y*EU)HD/_AT37FH!D%HEJ!+>K _#CIK
MIT+3GR":6HP069P M0!O(TPT8!+XC.,79DN#TP!89!&4< _'62<%LVN^_*IZWIR T:/Y3HXV*!G M!G2+/QL\$
D^AAML.X:GJ+XYU?8FU YAI")Z:3X>4.:K/UW?EX!^!P)N) MHT!Y58R8S"i%4DC>I2D&HJLV.+3.=L\$Z"L.\$ET-
Z""5K6VA!++X+1N.6 MPT8K1(80#!A@NC3\$>\$MG)MTA!JCG-DEV#V= 12R7=8-\$W0BUP!1'6.D4Y:#
MRBJB="HKT4.P!UDPJH7%!2>L L."5W2D4P(N)C\$(#99Z\$@S@M&A**S>H%M3-M)^_!RQ_O!P:1
=&V0:I6H54N8=U75.KC !GOK5%EN0M.+L\$%._@!.(9R!&OX MX9%W#(%EW!2!LPQ2?1M\$+WE!NF,B=

(Z0K*:8JK:LIFZS@5+,WPO.<^7AO M^0VH\I5HV0\^/A=OKA4MIU=OU?^0#/\$NV^S<^2UUI:1DV\7QI3^%W+R2OG+M\/"XYI)):T\WXAP%3BE7^5<*W8I>P00>2ED=6IL7&IQZB(M.:2: MXI?I>9+?L+1LNB4\$(\$/5).2^\$W8@?JL(&+B(B:YR.A2-?T&VBE4:|<.,^RM.M+NJ.X<.,,ZP)FUP9N_13FR.G:5GD/96=I?7^LWRIV^LH@7D9<=>3NP.MP\5?1:S-)^<.:MH=C009BA\$M\SS91TDT:7.,@B:B:E0SDMHC:I=O5FE76 M)QRRZ<5+A%8B#FJ=Q@;P:.\$C7\$JM&L0.D.2)HUBKM\$G\YX.P+IY6I^7 MNB2.F3<QW\I^!SWK3 MOV<|.,>?Y9LNX*\$S#L46<+*PDNY0I<^GQ.T>??^..S=E.^@0SC4V6!&4REWP M^4.U^Z^<|3IOBW5:S=L%2FD.W\$G^E<X^3M^T90<-18ICB.HG+ M^W-D|(N==2^R9HA!X^&&>VV6-AG%#VN^L\$)8K91SA&_4_AL.NWQ%DCEA^H3: M-RF\#7#W.+*B-2WR2!1.M>N^@W&.WY!>SA.\$HO@^6P75BW^7^S+P6TPF&R+/:90F/(MB9I5%8<4^ZiY@6&)ZX57C^B7/7=UX(@-L^M^3\IGI(FL38L\$8<35=0)BJTPX&(^34=FW\$(RZEZ(VS#0N+ER%\$A^TN/P4^#M\SE:~0X1S\$FKMG:AA^6^13NR<^..I@V+WH\8%K#_/U;@T66%MF1.A&4TK M^!2V)0D%&JY@I^>?W9+*+=+YJ(3N)^&+11=18A&M#MHD^)!NU7@7A=%6!4J MH19%&0%;9?^&I&ZC1.^BOR^AC2)UB(I:1S_6B\NDA>RB0OW>QBA2F6.L M\$+UJD_#HISRCT*WAN^1#XQJ>.G^JB.&KH3QB!\$&\$:9@4.5#5K00LZR/YWR M63M%G^/@9NSQ?<8>^1_8XTIL3=U I^7PY/#)V8.O_?+P_#)G^S^6A0Y4H|M=OQ:7P7=K=^H^O_!H%<D\3+|<T>1.XV^MT?/@OYK^7:S2(L.W\3WJ+|8 MCF\$CB8W^J^<?7P%^3=-_F&R^J^OOX?>=79SICHRHQ9>/(9^PH?9VSW:\$_I M^%ON5BF&^K_5U6^30IA^&I7)X7_1A)1^KI+5/=JE8+YL+N1+WJ^ZMQ5_1YTWJ\IL:/=HLWKT&_A2I@^_NU1CPI_XV?Y^C#6KQ8YBIB1S:M.E> M=R.8|N+7ZJZ^@?2^IHN.7LR+WX{3}_E9IN3XX.CX)#TX63X^/7CRZ#0I<.:I MZN1HE1XM||=?L>:HF^ZE6_VOKY\I:QZG:PI(Y.#TY.^CXZ>/SD-#I(M3YID1^GIV?)QYKY:5.D&GM!E^5I^ZIKR-8*#?EZI:O^G3?>K077LLXNOEJX M-DNW.*A-|XND2^)!K:(UK594EPY04CQ:2KK&7L3)IQ^56MF4JMOA7<_5P2:BUC.O+^TO_@T@>=<*NVN^)!K4MI#2I MUNV^F2>.:1@:G.M^AXEBV.PT&2!%^LX6&K:0F)0I_N:IB5KFA7S#R9KE#S M/66I6I^R5>LLE FS/F^DFO0TZO8O>YC0!T?+1P+Q>)>JBT^?LJ6!&P.PI/CUP_*=?W'=S@C^3TI>YX=SPI?/Q^CWIV>/P6 M/_RO/W?>#HEY8!6LTSBW.BYCJ0):2B_YM>0H9FG(L/^(<)NOT_I252=69I M^=-.%E>NN!14\$K3%NDK2R+?*\$K>?H>O^IEMD?JPQ9IV.OKP\GIX^YL)YXMYE59Z? M(PRH.3)ENMCE:9NYPT.W&RP-S>9G5Z.L)+MLL\$&%M^<3VY.S@)^MR=|X?CQP9.SLX='CXI79>K1.(+W_0>I)>G+P M>D\$OUD>90=IGCXYR!^GYR=9^?C\!":\NM^K^!8MI=&O:N&FQZ<>UZ M6J=KOVIC@:YOL30UWN@WJBK3D_KR!#_)G#PMN9!6_?M>?.|/%LJ>YP?7IRH/#@I.C)XX.3XI7QP9/EZO^I&S.TT=G^:A!^?PPI M,>H%PE.Y%V5Z M6^4T/_ZZOBC00X^Y(^4#OA&YE.T W8TIS-S9R9_ M3PI2!R=/#DX>9?G!DX?^V4^V<)DI>:@Z/5T^..OXP.TXGX#FK0Z<*O5@X.3 M_-)P9-C6\$)G1V?YD_0X?9@?GWV8):0N;!1:~0N^TO>^A!M>X!:@#|+.#X M^&2IH0VAC7UZ:R^#S G8@_O&H&NBP6<9.GI(^>CL!>:2G#^E MNB?Y\$W?|X3T;#7*^)^YI^W=Z5!>_0_!WKI#0F1U@B!YR\$&/:&:TFVY7 M4M+IC=&L07VK!-G?0#YIU=/LG.OYR:Q@?JEY+ #C)SWHRZ!H3<_6@L/6 MN/G8LBI&EYD!5^..AFS&C^VTYD5?P.GI<IZX0&^@HOKIN12N WY&<<+&(9G>1+3=()XNF4^!OL+XHTI^I=5VUA9 MSBZ%D!7Z!..5UV2M?L^65+YK!>NW!EVNDZ8I^*PNO(F1S47E_ \$O=YJ_-'%M6(P^D)C^""@K0?)(SSC>.9QIWI_F@>P.1:~2>^VE*:Z^!H_9=-Y)F2I%+<I.CTWHV>-JDDI5^B^Z^ER>4M:5\$KYFUGI=RTB3)R84B!1^T^Z277\$ELM:N2RA=-8:~.92ZJ_B^<ITH9D MP1.A^HN-HGT0:W0VW)=POS=T^N&467#@(^VZ:K1J:\$5@3:WI53OI!A7ZL^:1KVTV&%O_AC.*Q+D#VA1M.R:B/N5):PB)S_13?TWRO\W123Y-|M:7)O01ARPT^6^V2BFH=DB%JY6=-R MJW_%HDD46Q_%U.*@6.8+(\$_@56L9=-RHJ7JMH34T/_*O6IPOY^H&4AS(.,='MW%:O!9%M35F66S(K(&4IMXJR+2 IFX3^G<^C>J@5!QZED!<()PWFFY6D9X.1GMYRZTTP2_@IPR3NE1SW^N YE5@TB7KK:1P\$G=%SA=>?W*94PXA3I%3?)_1K0?B^R7M>>ZYA#=_A./Q_!0C/R@5?_MY8S+@A#K2_)/R313RB:19Y?Y*PO>46&TIR10%&%8095&G&%Q:7OI\$UG0%QT M^41-P>|<^1K/9\$E^"(?A0:J6#JD!S!:2SQCF\$E|XCPW01WS^0_"_8Q:FDZ MYVB+<4W&JW^TQ<@""9B222K8UDJ2R!(6<1.^JN5(+D&Q_."J13")9#K?I M\$HLED6Q-)%.93Y:K/?Y5 IF:4Y<_0H&K EU"=\$E^K5HA&G\$Y(^#2K?GUP^M2-NRR\$+N|U(T^5V.Y:Y&PTK|J2#L36:\$#W+|K:I8OR_XF3?&HEGUH>>^B^%R(R&%#B)YQ.:5 Z:)/0.P3^0G# M+9L=:E)HB#^I9#G1">W3I^)&2WAI^)!JJ_>EMCT)5U(T M^5=;PU7GXHN\$H((.8D-AF3U_=Z0^8SL4#^!LZIDU!^W-P 1=)M#RS>G_MVP7.P@364GLL2S216<|K\$DVBRR;HHA<(2?>N.G.P="IR:I#T@LR<6+;2D_3_|F=Z165<:>NM91^9R-09%Q|=O/O^VMO5 T#H=W.ZIVX_0%BWZ_~_@FHAV(^B:.(CV&8F&L\$|_.\$<>J_!J^D87DX= M^..OBL^I)WU^Q^QXS|0B%F#_/PAKE6^)HVDV5NTZT?^R+@=E9KN+Y#K=SW MEO<2DZ\$>O=E@J;GX4+4+3^?B:;D//P9L?A+S)\$ M6.Y^RBSH:R^+F9AW #KRE:0?L?6T>34MRVIDGZCKO!H1?DDQ/IX+18>?R M@L!XG?2-^Y^6TWVY%XYL9D|2IG=|S)S!+B!_L%6|3Q&13 @3S GLD! MNHOIOA/8TY8KU!QP2XSD.3+=3C3R-GKB&EZ/2;_4+H_&#HR-PF=YB^HS^X M9?SHN^Z/^G='MP'=5MDP@F|RO_ \$|L^XA-3WP AK\$'+IR1G2_08."2/(@L(T%\$UFG_QP8+;5Q?^JDG7ETRT+BY^5 N26_&|GOX^AH2TAN6 M:8TIOB2", A1X+F.53#QJT\$5?85>H.<1_3>=\$5ZM#AK11:FI\$J: MHT4Q5K%&CS.VRF70:YDVZ8VRW;HW>P)QR6LPEE+(YX\$OG|JA.Q.YOR<3IV:12^0!T>6?A86K_ ^H6E>KO)D607MLKR^D2%0%U4>_CL5H&R6:~LUOO|UW&GHI7W5#GONQ_!4\$L#!!0 (M "J#9EGP#KH+>7H! /!%@_1:~5B6JNA9QQ&:N#_19OS=Q^~0=BW M_!2UUW_!YNOCV?SQIO:VF_IG_K/ ZPLS-T=7/H!7W!+VANO^XSOG(CVPNB M?8C1MX^?OT/_|^+A#CW:&|RUT^5@H?8C|9VL3OI@_OW|^!O+QS5JX?!=X^ M)L-%|^!Q@^QZ=G7^BER&VX?HRHHQ^L^!#QI_QY^<(N7_-R?=2RT^8 M=89N?2L=FGL>?H^N\$7K_0Z?L?..\$7V-G#1\$C(G8^MA@6)M-^C/9\$#_Z@Q_9_!%AAZ/F^H?/9<_Y2RM9/VW|^!S!94IXQ6IY):@2LI?>W3B:%M.18?W|IR4|=B M#N0HQN1T):^6VPQ7S5_/WV8|DT/GYXCUICI\$?NDX?/H^D.Z.F.SCZ^2H^ M8:&?RRPRO^~AL:5FI8D/^A^S^%<|_YCS_~^)^|^!90_%(T?/M M;G=I&"-VS.^FTZP8JG@7V=BO<|^@5V?G^FA>T>(?8AT@I\$!L=CO^TU^")Q.MDTA.7=)B",&H_@&K?T3#8:5)!@N+/#8_5(Y:~J4W^CS^_59:L!_S!\$#<1_!Y+|JR.OIJ?..6_<9SYJ;H=@Q* MWAKZ|ZC1=U?V4FGX%M\SV_@>_2VY9G|SW:I.S!72E!\$<4.2J&7-^!X:8M_@%&!)7ZYVIG^*F" (^<#N^H/8>#A)5DI!#|I?BM?9I>QI9KX_?;PWOH!Z! M_?A"@F_COWG6L=N/#+1DOW-*)?(<~|K@W;RZF^2.J8^+9N92EP_P_XC<M)XF R8^6|R/GD N-JGDB_#I^SL+_3_KS+B3REF_6|XH|G?F32HZ2AO2MJEI+6AW_DNQ77HW19P2D7&K|ZU=J8.YO^N&XSCB&UC MFXU&WD.&YG0(SIG):%\$W&BB\$H625?J9JTXWEAG^RO#U>K!)Y98(2B^I M6*+_79KA8?%BBQU^%IV3+2\$SU:~!GD<:18/6H/48^SIO_7RIQN+WUGW\$4MTZY7.+9<|R.I#R8^K#E/^G%D.J_9PBFA.B<4+^2%#9I6G \$VNV_??_SA-S_ID#<|R^2HT>"D.^3:P_?|MC/TI+M^OY(AUV_/_PO:(GJ>I:&9+_OC25I&X>.&O^YY^UIYHYJ|^5UA:P@9 MY&8D9/+I(\$KLM%TM/IT:*IK6:./A2WDN>6\$B)?HITVK=F=^<#6:_0M4%Y)\$+<>2I6S^Y>G|^M^%#RE@D^5\$H:4NS:;G^H?ML0:IAE^12^4UYW>YZIVDK6MOLIV% WOGX M!\$Y:9P15#1(2FTW5ME:S/A8V2Q!BH0."U_ODD-/FM=B^2VVOGOLG_@H MBH:5_&+!1_2.O8^NYV40*>2-)OUJ-O7|PJ9^1)&@BB2RB-(H6^:_0W(LQ_&M\$&CWB^TW"+|L4(I4S2MV<7?%+|H7/B-U#MN69GBJ^7E "B"\$HHB-8X3IP7^6R6-^K9A>+H>*X_7TK2|H\$F\$?:G/*5! M3U!1^5#7O&8W6X6BH&9T=>JHF#*_-JH8U>U@TXD!Q&UY3_11#P<CI^W MM%)/FATNVGN:9*J=KJYIW_RUM4!17N^Y.G.W(5+SM%.=G2^EVU!L4+-M15_-1.*T/QHH!5W976/ZAW!7=\$.4^&M/^WH0&HBMUMWKMFIKXFF68N_..F MZ_/E5^US58>:K2T:;U1^=-F=G?P5VQ>ID^9A7M:;SW:6LT>_TK/H:Z7C6; M6!9)4Q\$!<-L3:\$ %7NJ:EVSET5C3EE8P&D+-<<'5^V>M:UJMK0D0^I3-8#@="RTIQ)4?/9^~M5L?=%H5!<5<-KB@<(+JC:Z M<>^:|2I:GQJ&IQVO6_086AMZ19I3|^7I^OE8D^.&V9+I=H@A%XZYBM:"7&0%6 FI-1%L#\$B)(?4H9AT&@29IV6-<>GW?>Y-FNUPTGM7N MQEIFW7\$7R17^@.V IIV/9>RNA=A=84+#!TX^+^2V=|ZE^D^+^9\$!9MAC9<

Z>7+BEI.4S. HL:@Y@T:7%3620-W-3AE^@TT:P:Q:/Y7F#4WSH.FION=>M.MYI&J5R.ND:3KJHP<|>PX05? 1"3A7\$MSS00U7>?J>4X8'8IL:PI6QY.H). MG>#.U&M.9M&.67,R^43@E\$E306(NB\$V&*!=!(FL/IE T0"Y4>B]*&RC"U%5Q MYUI/Y 8!N.R*EW:HL6L.8 'JVA 97#D)JAYL5@P9)W7Z2@.) I#AHS=DLVK="J+5Q.J:|H>:/JGMJ50?H^+!G:NJV9C2/M^>CXU M6!ODR'>E^0+^"/AGJ5GPDWLAVKC2MZ1ZEYCP5I? Y@+PZTP>TE:&6LFH)MU<> MTNG<=0!SK!@QJH+ *|05G(RB'5Y. ".B|7\$|^E@ZIG'SORXTLL:0MRF27^E/0 MBVS- *2G:|.G1+H|X@W.23UI4U4*U^DP=3|,B7%(OA|AQR"V^V.")(+?QJ8 M;H/CTXY0S8\$IVMUS|T:R(Y*L.M.4Q%HW=5 EW:|5:G>2>K6=6K;J=PD;FN:B4G%=QH F5JR*MO> UJ M>WL(%0?!.(@PZ+;A@YV?W7CC^F5^I^*D365N- <=>W|NQ6>YHUA39J|.)5PP.M/9 P@00C2(5RH0AZ3M_ '0^|VPNT)F:TU@"\$\$.GT.)|NU:%3G%LE=94*D_ ' M;S|43=W*9.C3>1C^/*1B-I%L+JTP/+C^>KX-ICV|H40HQX%Z4/V:MU(C_9HS M5(*5H#Y#LD0/TIN8!&*S@%|G|T#)1\$YG;(@S1HA<13SY*X>IZF<4LVY:0'\$ MD#TW8K0T*^UT.EK9IQB&0AM_1X,> ;NM1'(X>3GT.FOZ57+JFK^F?^?^T X M6- 'FWC|0.IP#IMFJRR#;N|.#J#@10PU6E(=D"\$*3DJCWMRTY_L:CK3|B'WV/GJ^@_'M\$YNL0 MX|H I""&J3F(JF(TRH.HIB)BS9)H#W.IG#ZT@F=7CG-D#?ME:|I&I.4.0R M."|O?BB>CVT!1K3FR)1=M09?KN? E|V)M(G>ZC'V5 AH"Y4A5K.O1P-6>%0*BMX- M_&V_Q4Z|<D)OD.J3=%ZT6"M.DN1+RT;|>PX,9="FAR?SNG;: <P2WY0C95 M4I46RC6GJ|2678.%EW7:U@'GG8Z4I2_U;X5D|38X=LEZ#>^RH:|6PE|G"M MARTSI>LAV|@U_:V|3JQF@E\$E4U6QLMG%8?YB-MA0|JN+&'&.DFI-9-/W7@E9F==^YD|^1.>\$Z*:PX\$@UYZ|H|6|P-M+ >&5C|O_YY4?.'TP)P9Q.OT_|6MK".E. MK.8@%0W_#0|2R3QB%):W|5GI|+|FQ|3M_DT!?'\$Q_#|'\$4"+%X?TIV;W@->| MST|RC7J 3VN_\$Q2@_DR2.ECX_8!\$|G::#S!* C=T|:GJ MCC)^QJ|5Z"R\$D?9TS(8|)&|3^|>N<_7Q^@-(O/P4\$CA0=? 4V|VZE:|VF%ZWJ_M^_K|O_HMA_|Y@H_OV_3/_Z6P|2%9H0|O\$+|1_E@O#Z%WKL@7+|W_?B|XV|? M|S:O+8|":^4PB:\$|JQ|2CH_/#A|TK"B<@YV>OD?-/4L^83/>|WT3N=N?A M;|YKFAGY&8Q^@7|&UL|>W"">2KI#*WK8&NY?O|9|@_.VV&\$ WM_1.^2Q:IXYPK*/69.0R.HZWU#N_#8? -H2.)S?.'N'BQ75P M>#;8|B|>%ET+PR3OD#|C/^#<^/|S|/AY2G%MD("IN>DM79|GY^_8E,LI54|9S+=L|>5- Y\$|>#Y>@TOASGK" M#;X|6&NY&YR8|_/_YZ=-Y9.N(S;\$=-XC#""N=<)>#G\$Q:|QZ_+M:|Y5%""|_|+|Y3| M=@1/X@;)\$V5'0.7"MU.2 MBLIF32Z65J0&96W8NE_5:V%B;)/GHE\$9JU:'HP7%R3|ZK|_3G' M_.RX|L_'8\$5+6AV|@6DJ|Y-OM|0'=8|AT#CK|+<&NRO.IR%.W@Y|59:715Z|AM? M*=1W>7:F/_XB=,3RTK|O4:>TL(| *JT+E'E&&87HQM21&MU0@>=PV06LVQJEKZE|I#>#R2RDOC>W|S|&EZ1GQDV|A=\$R MV.26ITE>B>Y5:CHFQ:K1=*\$|C5K|0AH:1E(D|3V:(364.LMPJ|:HP|Z+=MV%U9T|L_0-M'9VO+VC'N_:V|Z|? 8Y#|B&YY|1.5G:1ZU&'NQ(B'E:Y.HM\$6V"DE MK2?&P|3|INFC|_!#>:M|S<=L^%8VHN%MXS=&FA|H|:B914:VD.G- :L)^ (E M:@A8K^0BU)\$T>2\$J@^A;WG2U=,8(>|83CX%M_:G5C!|H5VOS#V= M4%,D)14#J"6V^AW9 M8_NGVXIV|W|31W|29|2HV^#SRWPY05F-I8>?|_Q:\$Q|3|6|+4@.B\$U+M.M.R%.M*(YB@|;=M.J>|O79MO.7MEU HMP|6B;_M.QNV"UMZ9I7\$30Q5=9U M(NIB1XR=AO1&5ATL5=+9R)J9+>=:TIOHBEV|>@_'W|J)>=|KH%Q8FIFMW8 M;4MW++6SDS2F)C F> ((F/D).^0K6_@#)D_ ^X\$1\$%|V2C=|YB8T* @Q%UW+ M8(8^+28>ZDD>.\$|+*/|I|L_27|_R|RR7RJ:8KXK@=,'^IED&U< YK02X# M3|_|E+ "T..>O |D;TRH^81|)^#UV*&|E|Y.L0R:\$ GK6:0&4Q\$Q.Y< EB7 M3-YS M7+Z &(H|WYB;>&Q_ ^|L5| |^02|A02%??F|'H_*L@H.Z7|Q4|RO?2|_"=YE\$1PJGT2S\$YFB;3+|Z\$%Z|*S^2ZT(@'1%)_.\$ZU\$ M2? :=7"F(BG=;#|+>") (P'R0?_SMFB+L\$Y\$PQ|&3#>\$'0(H;|<_HPQ|7LB ML50>7|S=9>#DU|RF|02O0+|+NTG/T=CB@< /&(KV@\$4AU3@|&V|>|/ +<=: (M0XZ09GU'8^UG|*XW1%*=DXO+6N.O@|A_>|(@=5Q&BWU.SI9@|_|=O^<S|DY M9KM2&XW|Q|)9|M7|F5QC1%AU%GZYP?8AV*) (R(DA>*?D495:WF^N@;O8) M^ MW 3.D49GJ\$FIR|Y%YU7W&O*KE8R)1*L(UUAA"Y4V?>\$Q9EB^|Y:K2,&|MA7O:R%YB SK5YN:\$<@_0NL4@6N M|/#>ZIM_-E6::Z'=B|>N|5E1Y*Y^/%?4B5|5BM;1> MYW\$6.BT/RXT|NN?>(M'NX S-|A4+=L/_HS"UL MIP(3H|:G- RCJL.D=B8WW?2:&8.AS7_O@?|EUR)3(Q_5>527T*!7OZMX6W:_ MZ1'BQA.B+RQ6?PJ8|9&)- E+S1^C)L3&QP5N_1VYJ.FG^|FZ3:KH.9Z@:|U:M M>^L 1R|98"KJ|,2|FEZ::827%OED5E|P0K02M3V0|5HRW|JW7G| :R*X;+ M2 CD9BQ\$LLP|CB5M=*K@#|U|_|/N%)= M0ST(3FH1HKIWMJ:3:Q4A)|V5U|:\$IF\$2"798RC.\$PU/2_..B&XA+=10FP"8+ M6SQ<@KS:C*UB#|UL1&\$LL4#^E4Z?_ -O|V|^D\$5=A/SU*%>E,U&_(82|YPL MBW#M4?G-5'8:3Y|T?3? &%;|_7"+B6OX89"G3YF&#;K_5#E>&G4=C3\$9YX<9_ WT-TOR4V0OD;-2/6A+1;> MG3XHRX""8)>+L&D<_&P5|NVG=\$-<>WK6C#0%G8Z|&3W8A2"0+>_ "FBI(Y* MA:=|_ %5#GA.*D|:64M#+JFKP- |GPMS+|LG*HH/OD*JF)/I9E:74")8C=..MB53=B<28SR985)A7|&-B AQ083&S=8*?ZEX7F|JC>Y6X|%M(M.7'YL\$@04)IK_ |W|CQUW_79^_4+(*71.L.MCBLX|Q|_ 'VT\$J\$^2_6%|3 MTS? |*@|U6K5Y|1TU7WDEW|YB*=|*1.A*8|0(#_/-' AEMAWN|<_) |E:\$"J MU+7L#AUJ3IK7_)O2@_MSI70CL:\$'V|VH3+|[% |YB' 00D_ TW7#;UXYX=Q8!Q06@A<<-1R\$OT"8(+3 M*&-C.Y,9+R:8&I*LR*#VTPH7R'QW8@%K3;2M" PGI6F%)XOEZ>\$V#;".E MD|=!SPGQ(DWDBOR>9 M?O4?>&GK,5)ZZ"P6X7T8|/_ K3:D|H|7%|3+7E_L2/K(S2)V,8%|C/0'94 MF9U:TQ|H|7DV+B8\$UJ3ZO PXXA<+6K2PQ;C^G|Q|BE7"0CY9.Z|X^CZEU28)"R9YO.9\$8!JHV'Y E>ANYZK10T^U+5K |H(GRUNL5B |H"R*&TT1DBMX=:TF(Y? M|D=*XW.53W&CZF5"TA|H|ACGRS"3AH0X3H9Y^_G7J>F^R8^YKP=61Q.HE MV:CB15%O=1LB\$U_-6L3\$M2 PXO.9S.N2IT1@Y^)|0K"YYN"+L5\$^02^2FJ_4 M-K4%*YGK2VV|8" D)"E|5:7F4HG^K;MC2MN-|SGK_|B7 MJ05>PDPECWT4??5#S.X0|_RG4'M:|1#>SPGK;|)B|O:E55W7Z:PD|MI&H MU_&N#&\$R54*+F2L:"7I"TZI5F^MINFF|EE;2|DIU|0#U*"|PT?=<)>-"|G1 MSP:RF*W0;>#|I- SCPB+JU@(25RBR0704T6-C?)&|PN>3:B^1XUS>SS'XF:IZ M00G|N5GGT9@3)|L4&.@;C|O@GT8:RK2L^KIC1C""Y'|#3M""I>P2N|Q?VU%W)_H0HL5|VPNP@? JGA450@8V5&Y+QF:H9|Y^YCG""6.W| MB^7:5H4DK&HZXK-&(5)>| |4&7+K5\$|L=C;_" \$W%1 MUMG=5*W'TPIXU0|B8@5L_ SJD%5ETE|A.Q3P@_|.IH+;#*\$YEJ3E:9="N(. MNINFLY")K7YCG|8.)A"%

(1+ZHH(*)68#30*K5*6L1U17)W5@->E;:=6"1\XZ"8BT.Y M@0D):<@11WQVPUU 1)\\$4"N2\,CZH^H("X=, NB#C%CP&GE.3E=,@H_:(M<(IS"ZW4TH657?EM2_-6O.N&R.S'-7/T7'(D_-@6':O&UT\$:S'&ZW1'T+ M68K5(SA1+ JU)4S>LCG5IC\$: T\MVU O\QE?6:%5KH;6-IHHW\$*Z1D+&O>LO M? 8A(##1:140U!(=7=):K&">UZ\@!N\!=:)/@)-? (5N1^AH!)N\!+E,D_XUC@ MC;0""%0,/1)B;+51(T(R7?B'1C 6+;L/=X^(@!T4W\K\9N_(M#FA@S MATBP1FI62R*ZG5+%\DM0VEY5M501C\X3H8D0F7U"LG0(FQ3+_HRM+ZLHZ M1'D(A?ITQLS9DTON-E" HJG\+)U5BF*K\YI\$O%\X9=+WG\COR/6?24->TXD M\$8BH3,Q<0+2E*FB NEI:'>F@R@\$>@1VZ.P:@3;T6%245:OM,Y""JC,LM:3DZ M:#J5MB*:W'7@X51V67\$+V7N4W#5\$&O#@.@.?_A@L*/IP'/M _O?NF>1-9DQ ML(NR8^+;X2>.6N5C@\$ M1P%CE\PIB^M,*0Q5EOX&LA3\44\$@1^Q2A4LJF!_AWHE3:@1:Y7JRD*P\L M"/#JUUR2S6CH1F? V#E%D_621A_MP9:U\$BG27ZK.#1<6290@17NU.H:K0:1FE MDM::A,8_-ZQVN:C- I*ID10YTQL86DR*ZFH"+E;37G::1AL\OC.TR@5^1"2UZ M3T1TO;%LS" IE10%KU\PPZ%LD;:G'7\$2BX30V04@SSD<<"3U<67FGV&:02(-K MUQB3-JC)QFN TX:F!)>)- FUI3")FBHJ=^Q3IO\ND(L#_V.SCVIS2L<5>#47 M>7^@:_L.OLH2- OJ97>_!@JE\$B<2@=\$AP@&1#IG%6:D6*QF,F*/W*SO M*:@)AS&E\$6H(=CD_JTKFIN3ZIB16LR81B9\2T3_8 WJ>:UXOKK+E+5W2*:K M,OJU)C.(L5&XHHQ+;f?#- N#U1)19.S4\DOHZP8E%179J*RRY14\295%\$NK M)_ (P9^D/5WB%R>|<:B-NKJH_-?VHF4;1*V S'CY4\2O539KVU3SG&_#5 MN\$G)8=P%D>65SJ^TW8#K\JP7'/P? A+^#18%I0=%JEJ^JVIC3@_-GUS,+XWE MH;^*.(@WB&=Q\J4E(IPB:~?^?)S.W#EV"G\VM M7=%A3(D@W)5R?29HI MQ0\$DJWSXQ<:&UL\KJ(?SCT\+RYHJZ5-1LTH*,9=SF/A,ZEE*BVK6=U(9 I5V MWHH.FB\9>Q/UE5%J_'D' "T12N\27K3;^I8LE:4;D(U?K180^0/HFF0F\$ M;A'AD&CMEF?PP\BP-E"0.WY?Y:f:Z\331?_5Q2\5\109N105W67- IU0:&=\$EBF/G?Z45H@_M5G4;+N\!;_*J115&S_JNHSW\12K6U7*E^KVHH(@PEM!E'=#>1^B*K\!>JZ MC1A@4%&=JLCK\^;/1AYC"Z!\$;8 MDHV02^S#+>EYP0NHBC7R5DWG"80H9,Q// #_XL!_:F.U;A*7-*\$V#L_@P# ME? T\C=H%D;B\H_-NV5V4J(S@% "I M\$D9:\$AG/F9FH\$IKIJ50(#!A_:FKFW=CZ9V)(B\$?E15;1AEZS%-CPEXG(# MB\CP"16^JFKY0\6)2R0957"KU\A^SK"/(f7Q1<1?U\HS5BD00B#A"M/75 M(C'L% ^K:C65"U62^L35 MH4/40R;79_5L8\9EL@'(HDBR6H>MD?RVVC%F&\$2@/H\U41^"L%;8M_ (M^Y9Y#9N@+!>D.JKB\#JN%1I KLBMJS6UL,O;CYC&2!>6:"C/KH_=BV7"/" ^MF2P_017%_OSG;(2@ (WIN8VH3.&YK@J2 MKK)ZM" (QHD\$X(M(E3))5<#*9,T+ K(SQF_2YN.*J)::/Z2YU J1E9UTXZ\ MEOW+M1WXP=;UI2"XF\WOJ%T'7#7I !&2@#%E+@M.K;#N;TSC6;2D5X MZ;\$1^ MD9V6;5WXL+! ?KT!@:1+(((IT%06HS\UL_7EQ@V=5LBRN6\CI7F#=#)Z.)_R MH:X\F 5+8H\SSJ0 GIP)2J/PM#M3@S+_BDZ=IX^2LBDZ*E6G>?S_.J.YU M2H>M@CKV^DL_.\$OKE4>f7V? KUS58Z\J;4B\YX_MXV'f%'@EPGOVIZ-'=DOY MW77.D\HN\$Y);&\NJYG*EDB3@!UBV*PRRJ" _3;98>I28S04\N%E%7X6=LTG/< M^%7)/E";PEO187K;17J0;1- JIS000D\5\$ _N%&5?INRR\CI\3D(O(2'KY5F_M_ ^H^\$PA>57\BS4)4;H/QB 46G1QQ?SK7OBS\N>%PWU)C "E\AK;32QM M;17;J.W4UIC_+!17;G\03A"R\JHH>NNUDC% YEYP4\19F AW\!PHJ4ZK#0?30 M'C? KOTX\RC4_4NJHJ;:3.FH\D'\$ \$!0\I#NH*08"0"H=\$K3K4=1P3XQ_ M+)\$SFA&Y,K4<*6\BJH_ ^*IAWR)O1&HRK\$ZT5#4?_VV\RL9W_?F4Y6TG(%&4 M).!%P?I7U\$Z89DQGDPPDZ- 3UA\FVND6KHGHM,71AHA0&I4UM;258;BFZU>; M9@HL;95<\$V99MK-7\$*HMH_7%@<^_.1J*_L^6& f;:=!S=)"H%>Q97YTL M7\H0/#.6P!WG@K^J^BNVFT(0,J^GA\HEB2#;\$"(&fVM.H\$EIZ2*E+ MMZ6C&TZ7W;1;I&\$DWOZ76\A=XI 41 MDLKD=E7K<:VN<"INB2 4/&_U0DB3'E\X0NH_AJE\DM;8O&LZ32C5);5XUT*0 M-NP\M; <&:/D"=^% ^f@ " E.T^OD#fF2P->>880)GXY4\NN6S)F3M4;1+M:(R+ M%2 _E4;3J;1)I^KAB^DFH)2T(3"V5J00?HETJ4QD\W? GN^4);%350%4UU M5\2Q;ZLJ:=2;#.fETLFB3@BSP'-(J%ICXVSR)N'<.@=S:P#A_MC(C;M)DR M9;*BH> fT,*TEJYB;6*ZD6PH6;?R@AAQ;UV2F4/38(T>-0<;DE3=5J^D9FFO\$ MUOI^XZF?X=KRN:T22A\&GNN(-/+ fD(C;ODAB2T#@MD=H"R;#fF\$T\KH MM""#;U4&5GV13;N.YZ4?B\;fPFYR\W>K0JVK\:=X&>F<fX-AE G2;11?Q M%\$&(<@=Q\AYMD15Q;..*F#HH3B#/_ \$K"4N9H\X(KEFABYSKBVPDB=@)5>#?"2B; MCJ_125G5HO=QB.AZ_.K%6W7XB.7@< M;:%0\A8WZ&#T1%\3110\V>0@O\$ 9V^W.M4;87EKW> (H*Y,J8M3(F\PL(X7R MTB7A\$;7";fZ\$|&%A8@V/X\$DS&N?G)BP^L6LISDQ_8E\#1_5_(OIH4-" M+971V/T<^/CPV0L_P12(f_JQJ6@V\N1_ON#COL\A\1R;_?ZRA^F0MYB6ME\H MXRBY?(>+R;:"fW8T-1D30;_*")(*\$4WP; f4?MV-D&9NJ;<21K*!U"JR8K2 MB4 R3-FD*IM/*?RZ4\UPO@XQG7F+6H-51";@;5#<6'4*;L"8!>5NU !95/2;6;FWS:M9TFK2?ALH%Y;fBQ>LE2GQ0P\YOJWLUM^1 M_..HG#_*V6)JAZC;DFL;%U7U+2\17@17E+>6U)\- *VNBU4V0A\$ZM-1>+R* M(-=*&BWL;GU\$AHJ<_6=)N\!*"G6>7'@(>_RU_?BP)f#Q.EVQQ\$<+@XJ^HJ M>=&UC\$Q@323U?2*OB\5;U-EL8)7*M>fLF3X^MKHU2;#_2%3\RT:?)2*G0*9Y4 MTD)S&N905 M<; f99;_"LJXRL"E28\KE\$*;"MV\OH\Z'Z(C:C;.%:#% ^*P%6ZKK_@&%>9@P MO"F\$V\6YBRLAG=-J>f@IMW? &QX951ZP=27=JOH,+F483A)I;5JJ)DPK57# M1"XH/-ZESGG742;(SSG>6' 9>"K\A8"VX(NVUIH@E\DV"LV+115/3GM.P\ M(6C>UN4DAK);2;FXS_-P&9#C@9V00@.1K2(^7BKQJB@5UY\>fZVU0K;1*L7 MV# /8;CWX8;HJU>8_874DH6K\IP QYS\%_!;2#\$;DI@-MX3H3'7_)1.25A>;HFANUN8JEW%M>&E2;!K^+>#MQ MA59>MOWIC2IV2\D^IP&CVA<.%C=7S\CE0'5JG-)2U'O)=IZ26P@f-29>0C M"5;Q"ZM.EL2R*Q*DFW8W^M0_>K#GU46.9AJ-)JD6"H6I)-EB0Z-KNK1>1;P" ML\O4R%*JJB-#M09\[*-)F\UO@f# (+P.PA S-9ZZQ-T@9.*7%&M.M7A_-Y& MCQH=)SD6;CXI_G;M+;Y>'O+T)F;8\4S9?GKZ=G-MH\6)J>C@==>#LODH M_2W(7YV@WWD=C9Q^7%!\MUF1\D4IG2D80V*S_.VE\$QNUL_9=+;f1B""6W M-70%BQK? J2IQ0WY3=ONJ6HX>#R=\$)>J*B)N8"9OT""NG2.UQ;DM"M\$00\0 M\0.LN@O\T>4E0@C(B&.1.77;%- J0>Q+H(GA4U=H4N^XQ8EX=1DXI8 >fI^G 'M;#6\8TG "@=I";*TM65#91>L M(@/9TP=YL5(\$?91&* f3J\;D%XA368CH?E=1!8@fHCZ?/>;P%>f_ M-!@L? Z#_1W""=0KK@DY-HL;TC3+>fT1D\$?0 MN\E88>-@A_D3P4? \$=fR?KFfFLO3;>1'?>UU9 />^K^EK^%DU\$D+ND<; M;?EXNM 5CMPUXZ="5E\TUAW.Q\KW_6R%@*V5"&G^&O_7I2OYB-VH'S?HN.(M HE4J+-;CBIM.F;^?>

ZQ/W)\$+M^KVt!?"!@ "3XM7Y2LA> (M";+'D1/#P^V@CI34;;NP.O:VVJ=^B\^E#F*1Q MAF\$5%MUC-A_8Q? QW%\$?/D1^FVX_HWG\!1;5312^HSC%(<20* 36\A2E"+_ M!LVVARA+G-#;? D##\$ _SB*CF_XW:&FQVW-(7M;fK\$^6 VM:@=9#&WA2&QKE+* U'8V+X"=E7K(CTXBRX M4U\F-NJ7\;T6=Z\XBXM'/X1%EA_-3AN'WV\ fZ1;+)TB0%V/UPSSICG7;Z MT'?=f)@%6/W*S=*P+6)T0&\$"VR7/1^_OA'1_O:S0 50J4&JS&-&H^-"LG, MN3N^!=)\$CA5N4U;C?@XI&O\)\$&OD>VSB=*,-/A" f+BS?A9-#/OLM\ /D5_A=EV^H\3(Q\NT;IR" M36? 0!.WO@*V'^00PB<)0DMM8X :+WWT7Y2M3F\$J P W*F%?!R)\U&M#;f8JE MH-

—\J)#_*H&V\|C\|YM=)S4\.?D*FE9JLVDD: ^ M&;Y"6B6*S:Q%VP>80
M#CWPQF@*^;6/W3AQ? +>=W7\$#IW-;GM
K;F1E;)MA8O")C&%H2_(&^/DE>4
MI@%BU=\$5=9EVANQ3)]=QI%K%JU\$,N_8-!U4& ?;LU5_9NXD2>@*30FJM3(E
M=<.HR2YBN\$N#/=UV8B4G0&Q@|\\$CIOBR<;!^ M"V/D!-B\TL48-
6MI&*#WRT#\$HC_9C L+_Z<-@!A!CD)>+8,JIMM;+2_?/3 MGRPT-_S^TY|-<;-
^+!;60I\|,B F^E?&UUT!@>K46-)7)G2.+QG92+0)M
MKN^T47V\ZA:!\\$!RWC\!Z7A:%02X",Z\3K7DY=* _Q,1!ZRPV'J1.G)N&D>)72 M?
&N+ "/OO<26,Z_);!K25X/';@ (L.197E<#& ,@0SD>.SR S>@H;Z7\&_S MOD
5+P;&YEM\$3I(EY)WFR! ".#4A3=T9OP@0I7:.'Y@A?\$L M \N&*XR1R1?8A-
9T41"+R H<%&^Y((DQ;JS;A^LH(1ACE%.W#JHAPS;&J+)N
M'Z8#!8;DF1G)YC"")32P#!OI7D0L%K\|Z>%6ZV4(W)*W.:M\IDE?').\$^I28
M+US\&3\J 1ZW M5/I(%NQ0N5Z*QJ#B?
RZ(S2H\$I+;NV_"XVJQ\#?)8*#G^@Z<)0&1&H5D3>C(+Z=!\\$|T\,@ M"O>1<)-
AY%3;V\F1UA(I^DNDU#9833&J+'*RN*0UA J&@RU92PD/XCG+^4 H*LDQ&
M;AA\8JGK7Z-=%,7Y&+MS-^!MD#;=Z61XRI-8_ JEN%V4:Y4L&2//L-IF^U
M(I>_!;GN'2;YCOXW@T7:\$5=#0HS =Y\ND'FY@Y=
MQ&Y,25%'LVGU4M@0EX\K B>8=4V5GBES?S1&)5P3J4:-C.1*V(M K:|\$OJ:U
M\!9T^5M20@1=-
R9#*E\3<2JGB9*:P2*R7(9@CGUUD!5@B4.NOD"+@%7^W%^D M(RXBY6\$('C"
!KH(K\$=,;AHT6.@=Q=|CLZ ;1XX'37@4 V.2\|@S\$-NI#\6+ M.^U\$14:SZ\5AQ-
J6UAP*QV!SIE"G(P*7*F*U^ .ZTB0ZZG,)UM.IN,8M6DM\|
M9JSSCCM/*T^^(5%\$G0UX%9!IP+|VN^IUE_R"(2&K<@JW#/DM?=#!V?
<|WXE/
MM7W)\V4SV^LK+W\F2SB_HIZ)13@J0;G*U2H#EP6.N0L'U7^"+J4G1N0=?H'
M^HH^&W\^1^3122BN*I:;!7ZZS/N+*^Y5SGIMM\;- Z^Z@.,811>1H79^J-L5Q
M(W.O" @JG/@K?"IGES_I/^8#V^(I"E.;S?::W0]=C.27UZ_"8K<|_H,77T6
MQ;LH/CJAF^)\VL?9#W\H\#9#2Y*7;M>-9KHN @#\JC29T/U9,MJRP!:) *LV
MP)+8Q8M;1CQF%L<--OXC5&\$D^;|C\)&7:;? VT.@W&7MNB=N+<*),!N\@
MYV81O@*J!MA)LQM<[UI*1;X1E5:F:-W4\4J_P\!(F\|C%)|):H(R6!;+6G7T1
MVLH=5DM:YH;K9_16ZW0V*JYMPMR1>7TJ+SLK06NK1Z*+MO"S"GOI
F5UY1S_T;: ?&\$:.3&E>I^*(Z%Z MM. A))X8@N\J+5B2MP#NMS<4IR?
LJTOAX."4-L*HKT^"R'&9GJ9Y#U8GB'D; MC20 \@B2Z3FT>3A_O@4?
U==HEW\ R<;^;-9\$.\$;B7@.MGJK54V6=IVH80FH'
M)G_N9U38NE_3FP63N2DI-7T#Y.P9_C*)#DOS5L\9XB,EH"W"R&:^,R,P""T%
MP5YJN\7%M\$5L-P6!M3(=|L:;%X'GZE@S:34F<*R-)A N8H'ZV-N9 N0B\$#,J
MKF109Y!)\P):FX4\$/.^H&@?.V\W\UU4FG\$NO/G)C^O3-0K=P\&)>86CA-
VT&2VZ,ROGQ35+"|N90Y#0Q\|K
MH3\$>MCP_G>D)8F%%_33&+!,^|8+>HAA\|46O |&:&U!IKSVW&E>|/A5_E/.C
MRH\T+-E)G-9(A\JT&|1"ALCQ^UG;|SZ@0H*4+9GA#_X2)Z6V-
X98TMB'QJ4EVU M\$?:486 WN\T;PALWW! ?395'#;F_.204-/_ "V:..?
9(IJO8L9H:L9%O7FL3" MXR)L+Q(B9S-03RC:+0(VD3Q(MW8KB%
|+0+&_4,H_RNWC/VLTI61>C)= TIPU M2 JB*G=K+<.: *J66G/VG=" %
|U@"I6J':-2XITOTB\%)1#^J8<:309>!VV64I MN"66X9+IN?7X6M,8T!F87SJ>L-
8)AYMW5ME 0,IMYNGRS6SPY94YSM>G.@=|M0?
O5I;>Z\%:7WNK26UUZJTMO=>F9X\|+K@_S5\$<4 (3T)A\|@|?&M/KY:-A>!
M&+|A"QN:1VWM7+ MNWY+41Q\? *N7E\|M5\7JY;W(RTM3K&:-
S.K>G=;'UDOQ6DAIU\7U.PV#:VK\$
ML\;%/I>X>="M#O\$IA8^N+676X,P\6L#D\|<8WFZT1%?6(BL8R'F\$@L1F(3:
M&@:QAD'8LLO6,(@U#\$(YL_"&*<:?'4W6!'B4)VH!I\$@8-8?H'S
M;HI',.1Y/I@0F5Z"XG>>STW42QLY^\$Y\XF"W'\JB8_HK>4>S '5X^1U'L M
1"PT9Q@S\|E:U\:_Q7RR5MA\X)E59\>##\+U M5RE\$M)GQF@_-I=+
(_<%ZF(C#E22Z37L6_)!_%AI_-XU!XMV'P7.+?|AU=+=

M!|XE|Z|@!80!L|=\$IXV^!?!7C3.0L'WG>S&CFRS&TC|@|@1:=?X#*P1&KO/M
|)HN|.L-GM|M5;XZ+DD<\$IXL#MZ"&3N|>+Q/2J8LF@X,|\$/HQAB76Y3-
M|RS|ETLE>+6LR|2+0GD,;:>"+9EKNZA-C1>3|F|&_FBP0_|H#?D*|;70+O^|!
M1VF#C"FGT*1N<(ENK>:QJ.YHJ#"A|0-5HM|I4&) M+XFQ'R-
JP81=I|ZJNM;&N6+3YT3*6C<7\$04COZE\$%M99A|AEK#"P#_M|!|?G;T\$L
_3P&@SCB_5VB, M_I'!N'?O6+:83Y1?D|#.UFB'|+&::W. /3LG|LKC-
KIR_Y'Y."33">X2G/K' MH('70U|JAR:P@I(?K-8F39|;=LAN;PH)_-=6J&VU3?
TZ2^ @)|G9SPGA3,76 MYJ^"N_ KMx;QSV@71!|P\$W,CN6@M#)E5W##G6E-
39FX*-24V=RH3SAI^"YB!68H#J*=6! /O_LAD76>8|M3K0TD-IHE1O#'#N+
M2'JJZR9<06496;I&:<17L"6)^J%I46I3@X+<71+BWPG#5;FN2QR\$/S'QD
M'Z_|/W?>0G^N=|(J*W80??N|EV6R%CO>1%<63|=\$K#8'F@V)
MVW2BJ>9@77E>C!_02HI_,"S1\$ATFFG;MLU1C)|V-R9/|'8ZTDP4#V=|D|R'
M|8;B8AI4LRRKU<2"\$/\$.3CDSU,M+'S0PQ^|#YPI;5\$;?YI8IV<\$MQ)P:.^V
MZP5CMYMXDO=^XCH!=B/?PV|H_ (754LM\$(-PI7%@@<0EC|_!
|730=GMHUD'LIX MKDV%R|M2-R.W^:13?@A!^'=P| C"CT'=4%/-AD!!@\$.&G)
|OT:C::=W=(*@5)#9|VNTFG2"=R!P M|>'H?HFCC_0@
I+>>J()OR(WPWKP3S|_W^+)|HL.TTFGMK=IWO_22^,6XC:
M;|/s_)0QQ.|.DXD9N1O%<)\$0K9345;^),K@+3S>1Q|I2^;TF)6#K?#YXP+)Q
M84PR'0'0K/8Z=/'B|AVT0X4X+?5,=D;^.COHUS*|37E^VKIV;X^H
MCB))VJB? 8H+5^5_N M8AB#Y.X|H)GDE@MC#)I_-HUF AH=D#-
K_:"KM'Y_&H/TYM)>L>O-0;M?S&4=H:|; P(_FHF!"SWVRCBC7\$B M'=N?-
PK|OLEW5"?A**0;)^;1W(^C4&ZOB5|1_.Z|K/=|JL/P#,8<@^IN?'FZR)(V.*+|I=
(.,2W"X2CS|S|LZG|RSI#Z2 M-K*?0. K61BV7!Y1<>@%^U'<3^;J^H2?/
2CPQXG.&WS H83;7Q_50\$.35 MSK|Z|0|4NUU8_(I=02,1Y%3S^72CC<8-
DZ|X@5E|;S/W#+N'-C*^Q%&2@&BU M|UE;O=Y"WS11"%
%L%FOO"/HKYA=X'@_A87|=
(G..)76IGGT9H'GD|WF_.AG@O);ZIUTJ0+**DDY^7\|6RFA^F,'*C/6-=I% M,"
M;FM|+ .EPI/6;*-MJG=.,*2)|H)A;E;R?Q7<:4Z6V-F?JM'V3LBNNLUMJF
M_QO"SX,A|PJ_UKXOO%F;7<>NSUL1M3%.(I58
E':M|1K\$MB%3L<&@4|6Q9^ M2S/7U(@6>@J,1H&;P"OR(I0/%G.LX9803TO?
Q9AZ.Y)W)0Z"T\$W0>@.09Y"W M% HIIT^|>#'?F&|S\$NK&_3HL/.NYY8!
(NHR;9Z6'&=YRF*1M|,U'65E6;I/1 M\$-9%X(=&M"Z8UB5D:8Z|FG
EPV0L!T+I%8 M6DA"C3\$TW#^64ZS\$ 80.)1&XI2^N+J!T)SC:RG'Y5_9/BU,;
<@5ZG M8N(#,4\$N2L|#4?|=|6\$ZYTE&@>"LMK;6CMO_2I|72^CMJ.
(SJ^K6TC\$|?!"E> M7TL+^2B>HZ;3V-+*/6HT,
|S/M|;LN8SXL_:UHH|;N0K^K|MK>4S""AL3_D< M<_Y(?N,A"F"-
DKM_9\$#=#FOLWV|P_RF*S)MOIJ"|A\$7V'ROJKON2!T&ZN'Z>A
M(9/&58.H673"YK83H#|3|'SV|GV,ZW9%(>9|G)W\$|Z,O"*|Y&^Z"T-O:._7+M-
Q+|!2=|SX+!X:|(^QM)%^ MY7E^KF\$|.|HW\$-XX;W|J|!
P5Y/,T7B:Y39AL(P8C)&1!X|@X3,\$ M|C)*WR!U)WX*2J"D'*27Y;|7.
I%=F=3)8|F>-!K2EKVQV-:)\$Z|47@"8< M>N#3Q&*M-
SGOQ9K&>=:8|W;EY1;0SL1>L6#LQ(WS|X2_@&Z|C0D_K#>|G\$+> M?10C?
Q_F#PJX)U)P#S^K0"+KR4|Y9/T7X*385745PV\$)|Q*H3OEEXV#|H(4 M'_C_1-
XO48#ULY**35@4|/;1@%A>_#GC_23|PE&HZO=6<%K!J.QN1:R1'?|
M'483SDU:%#M\$&MF;3.^)0C0,A>'@<"2|\$6IS2#EWFAS0M M|98@P=L4PT!A
MR>:0R-H3>/ P\$|Z0"S'D^O".J9V=1P?)I,^0"Z?Y FT/*%)4N;H&S=D+-T|
M&,DX7BO+<91F(!R?
EE?"AJ+NJ_/1^C:)^W49B73CN5R7D8DGYW%=1@)>KRQ+N>#YW0Q04L|)\$5;
I|W4OR#B<-Q&<#?B2O>'W J&#VU1;*OI\$Q < M?^7A!K|C<%W^|
7V5TSDD|WWP,^K_R?;0QQE^T.A293SA;5R\$?(2V(E9V%|7
M(48T2))|CM\$;R#ZW:(>P6E%68 QS;S.ADR64|!Q,^Y.J6-: #4|FDJMG*X!(!=
MTY3CT"U_E6<'^X6^.FDA+Y"MEA|N_&Z+\$P3)9L<6+|AR|0!CZRWO(Q0-L?
WZ%^/0WQ,HNL|H#?|L@ MMEZR8(E|(!E97YX^+FRXV8'81"Z0S?

<M.4AO/MT#TZXQP?R+!L_8@K.0;<
MBB\9T8CC@OD/CR/Q5#+580QY|SE*F'((I:\$%:L/%ZH+&^F>|'7+A)7'Y06D
M^PV)GL+_A^-=WF\$?\$<&_C+?"?P"6VOO%K>69H=|ZR5N4.,\$7\$*/?|.-T?N+F
M%;&15Q7\$9H!GP,0&%A>|S+G%O-IOR/8:>)ZM|5|0?B@(-W+6_9H,=8OB(VQI
MVf)>/YHY|BN;G8::K?2' VZN4!;E|1>HB|Z@4XI@@FVUT;@3C89Q/FEZ.8
M'E9KC3|'|A='L?4Y1\%\$ZPSUIS9,CV7DT|"(F|H_!|N_E%RS|F7.^@1L!
M_TE/6/-)8=WP2KW5RSZ(3CA|@*%OR^.;X|?\$(K=|Q2|NH;WOLH^P7!|/#_(P
M-I4=HM,HASB&R95J'S;.%T;2NRH_J9RQE6&'?AT%.
<2U+PRETK^E\$CWU>B) MRHT6S+=@&\$XH?J_1Q7FZG:&|J92|&W!_%
^+OT:|L.)65IFG E!B7BX-D|!')SK0I M|T2J|!(&F4I#K-7I-
Z'58MX;U1BDHXEMQPE|9CR MUEN0\$L':ED.D\$KA-?2BSC(NV'(?
^V4IU5.KAUY8#,FEY*QL*PO7?1!(!WHU-
MI!HQ;3)J%E: FG##C!DMWH1.)KC:C&UC:X+,YR8'K) MVH.\$BUL.W-
#BMUR\$N>6@|1?(6S'IEN,PC\$ ^S@5K.;1:2F#;4*IU.A%_F\$P\$ MR|&<2OJ=J<
VD+P|;O*\$Y25X+Q**N2MA.3!#RW;T-!/+0>HKRUV4J&(Y9L/(M?2K;!
MLAR*H:4*04*MY6@-(43(IN|:#M4D>I1*9O&LGQOL\$?YK.1|#" TJB=N6 S:5
M%*&6)F| @W\$\$\$U 2Y_!:/WO|=N5|^/MQ#Z &Q7@;+L0F#TR!OO|4_DB?G6
M^4BBD#T79MN!YW1|<.(C2@ZO!^?
G@VEU<#SN(Y)_S%"7":!@<66C.3\$Z1\$ MI^!|JW?
WIZ4ALM(4LT^#I3\$ZTI33SIREWE1IFJGGVX#K40)|U1?X?|JC(1R
MS&)\$S|@Z;ZWE5MYI9T!&ON4Y*/^E|8;4Z(|PJK:4ATUZ?'9VHK&;S17FR M!
|9PT*_A39E MX3WA+JU25Z-7.^SFGQYZ9|U&"D|GDL:
|YG.OKQ@E"|B4^/DS3|YPO\$1M<#
MKW94.10(S^QB.#;4.US+^JEFYG,W@\$#XG!40\$Y4HX%UK)N,I76.+H|WJ*+2E
MK>0%|6"I:0"SPF.R|40BRRUM!|.%/T'&Z3;'95
MCUN4.GZ@SV%Q%|=1?|/%,=Y7+<(#9TVPXH7:KT=>.*:^1Z#| MPH|L
;7Y|WPE_PRLTG&_EMQ|=WXH'<'Y"*C6C:ENTV*_2O(*@|PV^<8O?L@
ME02G%_06Q7!%4XF0ZJ+OC=4X2I*|CX#_'H+C7=K#F!UQ?\$W#*NY-@+.
(:M5 M;"MC|K26.M|G*^: LP-
N\B16F%LE@%ZC712CVGL6=Y|H(#RX<,*G(A(AD/ M<1)&% 2\$K-
PRQ"!_S"|JAE'V+<3!WT H2M:TQ4|_U@RQEOK_&:FVM\$W(0 MA;B1|)#>
6FFR^T7"L#0XICRMU&BLN%Y@D=J*\$1!HC'83S| K2|HI2L,E|!9Z MV|4\$GS5
LPEG('UP63*-1X?NA1B>9S"X&>(:A.R/'!A<)!&M4!9'K4P\$M@3
ME;V;.#)A<*!:%C'+RSF-H%|SK'"6EY\$9'"R&K<_RXAZCPW2V*|H3 =3*0'!
M\$8P92JX|S|G_!#"578LWIG%@3WZ\$|I|Q-GO8|0O"A@5<^VL4#O+5-1-7|HL
M?6;<'&5>EVG=_;A&-M.|7/_KI-/Z"H?EF!V9\$VO^7=O27SL!?!M|8!0^HB_
M@+DD.|F;V=PH KC)WIP.3.WEUREY|0##4YYCWR781K
MNNW#O*P:9>\$YS;5QJ>*.+VT-|?6|^RQ*O./7?..! 'CNNH,|(.FMQL/=R00ES M-
7L.HGN-7Q"^2V %0*,@8C=^NO7|QCQ_505J!SY84A|MT<|5+-J!ZS.,#DJ*
M=!!G+V @_0Y|D6>VJ|N4|L66W<%D(N6+"TC8I^KKSC9JF R'7|D3D<%&A,,
MHKN&A<*2N"|Q@%_!:'..UZDS"TMH9;U21!IR8**W41BJV#C:04E6Y/ET*A(M
TJF+).#EBX0"JF+Y.)'%PH:+\$-DVD?8^-S#8^61YWUT0EZ&3\$M#SSK@Y.J
MU=/R<+\$\$+MI+(5FIY?)@RQ^EED;42FPI7NY(%
M>@QT_FHP.@HV|E%D0I.U(05+^BC8&"HPJQKBYQE=^=.;7CD)08:\$5PX='(!M
M4&X*BI_Q*DHNU?X;::++WQ1|39TXO7526JC82!^Q%ZS|2O|H+)C*X5>/H!4>
MP=&<94,?:I-!U&D(D#KJ|D@4E3#1R/L4\$7Y&;Q<1?
DML#D9?;"X|O65KLBW;*C4@| M&6QX VJX7DB+7#W703YBR MTZ|_
Y\$VU1!^|XJ83=S%B'#;F6Y5>CT7|X-(U!7IB;|@VYB|Z
MD0^,/P|@\$2^7|;F!K.NPV<4+@G1_G4 MP)N@)G.26>#4X=AW27%|V'_?
0!3D)!H|H#;.H4@+!-CK;3K>ZYB M.|6|J- H%\$2S)5B.A*Q R|2A|_
MM8\$SFM%VH1HL& M'*/<*)8
Q^5A.I"S9.OU%6J'T24',LZ8C"/^NY#!C6T7|E@,%?+| M'V*<-
QYZ3U\$8ES_B@O5)1QIK>42&_88V=| 09/!B0X<;7Q| \$W2/!8:S6NM?

MX>O3^9^_<^"@&IGHX/;)W%/"HD>NLG[AB*Q%^U9TIUYNO-L9R2-4?
D4"L5#L4 M5T\CDBP,VAV%!!>N\$_BAQ_?E,QKKW]@/(0AB
M">\$J/W\$IX/70%UCA) ?\ (B? \IY8@X3^AD83IH"C04F MI^R ZB((L:&U-
>I4_JQ|^*G_63<9#^ (JRAYGP=KG#NE."#1!W(>R4F%<97::G
MQHT5OT4P"70=X7,B&K^X"3D\ -IK>NE(LD- M?M%X^BZ/*\$;^/KS[=-8
PT_8B|+_ ;@==%&B-*"27:R-BA|%/MMW7H_H-5S M%A|UP:W #;:9|E.3H9.+
%*SK5)WH)PUSQ*H>+%%\$V\$UFVBB,8PM=519-D/+ M8>ME)J?N-IHY=3:
MN*;*Y(5M,I(&W+,, 'X#EJ(URS?X|-W#&NF:EO!HF1U,:<2ZY+A3+T1OE?/YQ
M;N",=3|EG4\$FA|L:<\$A|.)TL1W2TO2GK^|+|4:#Q=R3;VV8Y=..S1::3S_('
ME|;:=4(7L.6XCIA&!O>@|?Q,AQ3|F2^6I0K-+VIXS?^1B3,P M/7E;V"M
LXS>B%LOW.? "OK!H<)=#JJM>PG+E&N;HEL|!LRGIM!U;-H!F<(N_MH|#7!
<|_KF6\$KVC52VK58UHNKQ?D! /CMR| \345R +UY*0_-' ^!M1\$D_./&>
MG<1%;VSH"GT+XQK\$^'" 7NM\$&<;^Q(,++4&,, "J.,<62D+ZEUG9?LP'&,*X/
M>,J\$M@G+,9,N\$3^D_<-HS*2.I(2MHQE7QU7\$+
<&#%W<|)"!KJHV)WGO;\$T2T0Z>>W"#AA1RF-*>Q!TW*0%S'0,YN-)DB/PUG!
M3,9N=&:D,XE*1T3|@\$=1Q;YH,GSC|I\$I"RSH"(4?<%Q|+DF0S7Z!N(JA7,)
M:I^,,|LZG,-YWS-CD#*=,3V/J++8F>X2=AX_>392D) J;Y:I3'6:-I#&|
M""8KT1YT\$|C7R#;,?O_GI@5Z91*4BK|J :|S+**?;=-C%L!5|<\$-GB3-F_8:
M|2+|8LMGOR,O.??9:|E??*F-9:JQ5;HZ|5MG5MQN,JYQ,#QBC)0+G|TK!Y:EP
MVUPXF+6Q-
KU\$<7DMS(:X&HFWSR\%25U";U28S,W66W!OJ*TD/D5;X;\$TMW5(>\$ /F<%9XY
&T&\$N\$<>":Y20ZSI\$H_?GH:|&#H8L>T*VBUX'C_KAS|=WBN|N2%9XW1\$-
Q|A""|'_ZT(M4W7VK,M00O_QP);#?WBOHUNHC"-
=>|9BBJ1ZL9Y|U,GH!T.Z;Z&+.3|A8WC'*0AP?| WDUC C O|I'4%JU'L/KJYR\$TIP+
<|*L MFVUFX-:1E*\$"2U>V>%. M\$%5#L|SCU0|G16W00|393"VE\$|
|O%*50^H6Q?X|L%@@F..% M2K2YH:KYU1R*9?
979W\$ZZ392G34F\$G'F=WWZ!7E|. &HO*!"!+@;G|8EQ05Z? M:.(.|^,D/?
C|29!.P"&1N?|I>@VDCGC(AKD>#W=Y^\$O2|RLC+8\$'T44R1GV!" M;6O
7J|DLB%PJ\$YZ35? \$WV,SW9KWANB C/CBM(Y&,T7I/T>F./7W|*G|%R
M3W4>@,I;9AM=HQ?D!DZ2^#L?>;<9?A?I"<3"GW|^"NMP8%
(|S.#6^D_41,EF M/LQT=C5DK8:L
MU9"U&F9,,,PT>)C)>%BB9XQK7C!7#3F',|7C>D(M!)EO=&M
M2OQ|*\$Z79C;7 M>%;SJ2#O*BEF5VUSKC8DTU-?
W<|:::3BW#^AM&'W?'9B\$8FJHVAD!I'|XQ % M(.@DW'172D.CK@G,6!4-).G"/
M"F^F*)Z+W<6@>X9S2AB-#9|KTOR|NW\$*"M""N55KJ|
<|_.P^CKT*'ZU|. |H6#;:2.^/|JT(VZG:IZD>7|. =+M-)7*:#|Z.W3::A>=.,T DOP4
U!|@N(';&EO@O!#>=R0@K|26VIDT)X&,H MLD:#(<67^/HMQ9%,N?
HM08"C2Z'85P>9'2P:W|EWF2H+&'7K)UK>2&6_O)C M7PN+R8!9LA?
Y,IWE96_Z|@!S%|V!(>T7AUXCB/8NNGI*O2P/\$DJTP&I5;0(
MHX'F)PC*63T'#JD^=)Y:9Z%;IDB)C@8|. <"59#I:1Y90H^G3,|YDC66
P|K|EF*XO,GX?//60RJ+EREK|\$N!5V7 M7D=>N;L)
2FWZ"U&K|K;>@M0\$2Z"+WBP4SR>^9JB"-5+AM^X*6|. |X%T0DA
M(NKAIT!;2|5>5YITTD!I4CQCNHB|&(HM!#@,9"69T|W_B?PDJWK |:"/B
M\$<%AQ|;ZA^-' +T3#8)!/:^'/M&HX%:U^LE<(MCM-3XE3|02%|.9!\QH|K |
M1"_)<|H8ZQ*7E|WICQ2(A&.CS9UB;/8?/" +1VFA0I"SA"O*V%# S|J>-!|_
MO'>J6K846G6034;I\$OY#=#|2I*RHF.Q5&X|_#J3ESA8^SO625)9-#!-/?_\$3?
MFB LD@J@ CNIFN9NC)R)'HE&, |I_&|+74*UU<0%9|X"&_QV_
MQAX"\$4|1RGW20&/R|_>T6F.65'U"_#SD;DM#ILU-LNLT-&32 M3|Y1E(W&:*
|/HN=@%8P\$ \$^/I;':DHJ'C"K.@)#IJM'WC\$ 0\$?-=%0ALEH|\$A
M6^H>9B6HX| |HOF;^+SKS_Q4N:/2/#\$/ZCKIOB|;Q9|0V: ?I=L1L;S|)8_FU
M_X|BZ#D"P78+S4
H@Z_>^^^H>*>.+J_ =9FC|\$6T/498XH;?|@ (8GW(GM*!WA M*QJ=1|=C%)) +3^
Q:K<;=LD)G-:F"S|54X4??G_!;?C4";;.NFTOCJ?_C\$| M,B?6_/OTB%'X8_-OIK

2OL^5VE;KU"W/=^)336(4W\$3Tl@:4G5@+@0Q3"(01
M9^6\O2'OQ@F"#3%IT+WRW*;Z"A; +785!%'^Y"N9\$>4LML;HG@|A"F*49*^
M@&!.I'.O_GZMA"K"'6 T2>8CZB5VN+|Y,>CG_)NCV69:T<-/
M^:)!X^&'&O3IIA4^PM;&ZI(I'H,/ 1J&VZJJ^ (WNRME/QSR2-GL<^PYE
MR+(.R=BSD2Ql,VVT4%GP*:+D)?@M)>'),F,;LL\$U1QX'W M6A.^VL;
(_XF#/EZP(?|6A='1#^OCUO=9GV\$,V6/LR?XDM>5X_0=?K,2-?2)A
MX%@:/W3|_M_)IJ5>4IGF (7U|HJ:MR38TI!:@+^LV=CR<|>F M0^1F6%*OS5AY-
PK',QB"2KXLUS;8LR|,WM_O.55"+QMU|%(23)(6S5L9L==0< MJBXDZC-
|.DOIW'H|. #&6"0 TY'T+/1177Z_Y@QC35A|F<-98*K=D3;&"7F#V
MFL;^C_RW=,XHTW&TV>;? HPD)MAJ:HOK>X_,L,+|L^B_|"P%|G@.8ZUY06^
M4-O"M\$60|*G/FHW3K3>|0NW;Q" ^ _I^95B6!U8'S#|FSQW@4XB|ZU/1+BD:
MLF|42TG/)WG@^=Q MIYG"N3;TQI?L.?>'3-G/Q4|FG/>H5_M+|5QBMD2"2/'#-
LTL)JL,&5Z;VLSOP3Q;W&#U|ZDK|\$|9;4=@/,K'%)J.Q!|. @6K8MKS@CL27Z!W";
0V MZ1'V/@8H?S8*%*5X^C'@^ (M1@?VC8&66 M?5 R.6
4),PR"/1/01@%'+/T/Y6LAE'@,\$O|\$|:1-C(* 6=)^C^R+45_Q2|A5 MRNL8!0^SY-
K!\$D)&PRU0/9:(L1Y9C'K|UZE70YS#3U7#E?-F3!OX5._AX0\C/EUYY6C|#B|U
M7?H1OJAMR>N+A5>Q)|#??;ZA,&'=#8)..A^X+%>CU+K(>H FPKGI1+W69&
<3 M_|+79.W6(RGK8F@YEE|E\$0IV8%QLB)#%,?*K.L9K("F|DQK@.|
M(432WFP-965R5+'HJTEL-8FM)K%)".B3&01)=S?89+;,
MYX|JJY\$|,\$NA|3E&1S|,E98W,| 4|B|WW|H+LF|'X*|!.>-5QN1V|4DYB//
M9U8SEHD*|VK&&E8GD+^?9X7)6I-K-6&-IX|\$FUHN0JQ)E<.+83PR|A=;J-
B/<3 FP3)" MR?
<;X>\$0QC=I%B>Y/J:|R=JNCKH^L#TZ"65L|7T4UV.+MPCX:XI+B7U@IP"#
M'L.G.IJR|B=_!0|XGA/F7T\$><("E,QY3IK>;=JK%E|^%R1MR_9V//.K.Y|>U
M;|J7/R_ R=3AG""72>@;F=-PX#OH(71CY"3H(;S/4KC\$'_\$/M4N&=@<)^PP|
MQT>4) AM0(5S|&W7_AS(UG|/#?*X%W/(T5RP41QAE_G>%Q-
6IWA/ACD\$B=900;\$|EO%L|M5TFM/F|H!!|. &&E'&MB'J-<30Q6D|P@A.#
M0*,|+SKS6++:6V?H59;F&|GP?+':9%/5^B:#4-/NM354A61+L9%69V9=GEPH
M@9>U0SF"I"74TQXLN9Q|.YXI\$9KUEALI.?<4A2Y6TP)|0UWA|AA|@D^2
M^Q03;6'O9+|9E?;-QQ');VM M/A|?
@>7F>^#OB1N=>DI>\$&9#'JY3=@^'S@G^AAR6M^RB(?4%|-9./; 0X A.
M|9MZH4NNU!UE(%-O+|"2XWB&C-D!UVSFBYK 4;RV5UT &|S4!|"?
X'|@L,9%V|/-(VA|N=%53?3"+J/LC@|J%-4ZS

^M^Q.MJM!BR"-NGW.N!|B;4.C\$XF)EM5I6/' M)87D.C
_0=1D."1|3SUWR66BK>68|92FSB8"IB1I-"Y2OFZNM8(*U?%T!)L
M:"Z^L<\$9UP\$X82K'8,R(<>9;ZO@8!YZZFF"IPV,<8&K*AJ6^CG%PJ>LLEOHZ
M>@*CIB!9ZO(8?-/8Y.UHI4==9PG0FB17|C|RAE79X2TJ\$OU6LHT1:X+;A=|
M"2-G/Q)E?LGUJ?83SXFA/(PV@N_Q9D:/_COR'L(41#NQ)X/;21 M0>\$9=
|L=8.81"R'V;|!&S5|_|8|<^6N_ 9O5? M8*>3E|J^(L|W'D*7|35D-9T?
R/I9%F6*C;=QB_EZ=V\$*|JL|G;Q!3"*V_BKI MKQ\$.Z"GK&R3EK.6)EAE,>Z+U-
BKF4A* DB>\$7W!RDH. 9*4AAG;+L;_|6Q3_ MP)4XG#<_ =8(K|_ ^ ?|1=2
T778|AM.|7T#R_XP?<88N|(#?:A|AF|H,'<_-W
MOG,6BDKHKT*OK"^.RU@D27;\$)79W*(8_ ;IW/VA|%>WO\$#VNL/0?J+X+9%5;
MKE\$(*C6|_AR|J2SV1"553|/\$1ZE|S4#/YEJ!=%CSZ.Y92+=756B^YC FED6RD
M;*FPQ""%<>KU,%;4(5/6BBU!C.?JFQ8R.S()6S//0THC:+R/&.\$Y?"H,BM5
MBX;)|\$B'|O2U)0N FT6TC|1&7|TTSK)?&(V\$U+4F.(&)|D,+TOPX%U:0P(R
MFYB4 7@NU|D,CR3|EPEDC\$|WN MWO'C7YT@PTJ|#/|9_|/6P#3-?
A8B;H7>'31Y=P)*A=J)/JH=S#7(9@VRF>3 M92!SAFG>\$D9!<
0F|G(R/SWP4@|YYTUZ0'\$Y<9)FU:""MGVF_+S!R!4307;<
M'T&T)QW&1HOV2;1HKBAQL>(JE%MK.U+% 'D??N5Y;|&?|Y|-7L8KE|R553Y)
M#6W@-W&&O\$*AQ>F9Y!RS@XO,F-
<|K?;'TH|RPM^%B|CB=_3SF\$64*|QMR|*^M|5EVQF>9;8JD*?

@FP[G&D*PQ)\$N+(:\$@5&)0A?\$TC|:X\$A(!O-F1>746OEUC MA-
K6@\$@2,J/K\$YF?7-!(MX9HZ#42;A|,=@ (P;TV!^|4=S^.^F5|KY^< M2S?
B:IT/89'JP'_KA-M'WWX|.##%*-EF:I "'|^Y9V|733A_ZKIL=LP NH|*D M"-
LB1@=L7'j'>8(?R6D^ ^OE(@ ^@'H#BE<6 =OXD(G7OCN^!=)\$CA5N4Q9) M?
0X:GA_Q7V#=#ZCQS| MZL<%P\$D-/_)&6I>^2IX#IA%VP.X=#;XRFXE_|V(T3
MQR?@?5='|38|+8'U)H;62G:5KAXS(%I;\$'X" +V*'E%:9J'<-%(\$'69=H;L M4R?
7<:0"C?=1#+OV#0=%!0'V%M7?;F)\$GH^@4)O;4R)77#G)&_+Z("W%-M
MQN7\PF;\$= M'I;CR'50-2I=MT=EL,N?|U0W"8F!R^/Q5MI|Y').
{S#1L;U5UF.IS0|\$7BI M+(= !GK5T/5R61_#+|P!Y3YGED*A=-.J>-
"G_AP%:IL,4+14?ZRA@F*1G*+MP1T'\$1-%Z\$J_O*&B:)(>/M|^P=!4(3I?
>6N|>>##Q*|IV\$IO=3J=I>Y"PIJZP>|TWO?#>ONU)*)%=I&OO?
LQ0SK&WT|,3=H-(+!|.WVI'K MWX+X|>|@!Q3_-X-
%VA'5.B'ZT|VG&V1>;C@D_""?+W_E+QE28|)/<|WN0:++#
ME!0U/9HBJL*&N'Q<\$SC!|)%EN=@0Q|A4/%5VD-8G+Z'"<-
;9M7!51RNUPE:)F93N8F='L^G3UX<3>%N:HV8!|CMC*HVR(M%|(SZZN ?-
S'CVE7Q?SRC4^<="+|M!?:."DW# DR16C&_);^J!SSL<"A|@#
MMZS\F%R3L\$1'?;M>L CUH :ZEO+8#K^9|OQ*<:N#S' K.|WK),W4,0Q|A_
M1V(+KD|5FR+>@'#=,^N|"CT*0#%HAD(#^HS&2RX4Q"iY(7AQJV9IJ|83(2/=)
1Y"L&|N1+?N8 M#*3,EAI1)&)NPJ8\$832"!="/-9S1P\$D:S|6|6 M6>'29"^!>1=\$:
|N;#)Y!EX) %|#[|'7)3EO%|\$^8NA.M3 MR157X_EJ/%^\$|3S?
^..7Q/5)\$#TGT|,T^*)J##5OHYS, M!QY!,CV'-C'F50SQ47V=ND'G&SLFV--A&-
H|/60_L#?BUA:C>B|ON&H|T W M:WJ#73,W)27!;H"3?FY.Z_*:NS
MV.;N,M\$&FXOB-1LKL/XO*-K'SMO!=V^=U#-'1\$EM,^P6|13'V%-1F)C*O2G4U
MP&,*F>?UJ?BCG\$54?B1M9-|\$(7X(+|X?D/&3'|>G:Q2ZAZ,3|/+;A=T,(JB<
M%|>H)NPV-
X)^!W;G9(%&ZU!GAD++)Z^'QE"WDF=WIB<("QUC^AHJ|0G0X*VH#1QB(I>Z'-
M!|8%XD MGUJ"2|&^)P/F?&&8#9#\$XTCB:|0972<4F\$T&I(>I4=FBP-|&
|:UG,E|OB.E M>& P!+*S)0C0.,PP\$%C"2_I>0CQG(Y?|6(*&XM73\$PY+-
@G|PI'2H_>5KKB M9"G|JM; =LDEBBYF.1)|17N.>F>R6VXJL4-
P'YD,T8B;AJ|0FYQ&98"XJAH M9J>WMLP|O#
|53|T+VJ|.V|5INSIM%^ZT77V;JV_3=M_F3!R\$ N2OCB@&".F)
M*I0&JXNM3V(0F0E^%@K6'1;=37_ST|--EJ01H)L_L\$4>W\$H0_,.;I|,POJ|
M-.EVNLMP>#=#S,S7^;,YQ'=Y?..*|37SGV7'Q8V/L,|MI,|'"7?I.EB>^!^,AE
M'|REFJY-U=;+.U,FZ^A"-|JL/D0|?8BKXVP0#Q%-TK>4YM4U-)1 TDLM,=DC
MLCJ-)F,F33W/4HI7-
YE%:C+CRC*J7;Y=K=W2PHMJ42E,0|&D+M^I:|1EA|G*N/<_5QKCY.4("K.BL|*R
M;6!"9'H)BM|Y9GQ1+VWD8\$;=PIOKCV.W'|CP^(K>4>S Q5(6'B_V (ACP!'2 M|
|.F9\$^PC9)|AIG4ROOBA'NV&;W^UTFG|=7Y|(_9D3FQYM^G1XSAIJS^90^)
M&JNX:'42//@@W&F58\$|0;SF0Y|YWANEG#,NT6W:PP,2" ?P-/YNQE76O&4Q
M>&|Q;Y:G3+K|P+OD'B3M "0SQKMR|#;ZW-&N&V?(>_2=|6;K(X1L0.|P2*
M4_X#RT/&TC):\$530<&
M|B%T8XS++"U(10%J6.ZKLKSR&SH=;N3,M=_6)L2+R_|YQX\$|-4#X1OT;A"
A#ILLINBAS51V@# ?H;HEB;#)*\$'5JH%YS:KU47TO18:C I66UI88:
M3:30L=|17\$|J&P#82Z.BB:Q^ ^#F'PQ(|>.5|AP3\$^H*^*I>IV%YALG-R|)NS
MQ5-,AF+8^U'&3&0I&J+|L&E9LI3(/O*TO+'*4H^S^CGH&L(L);W/?T"UJUGJ
MB%??#2*KG:5_7.PKSF:_0#X#|, Z&EE'_.9_S0+F1Y&R3%0^9.9J*C;,<>
MYL|F0=//.&ICX-,K-\$;_R."VO'O'|^<884|7!QU-(X)>NIK;5-O7K+ \$.DB1D/R?
Y399O;?XJB/L-|,R|<=P#V@71!|S8;&|I
MI951T++|):NU2=/'(M)F5Y_A'M8;&=9YB67FEX2FFB@:66O?|_|
5,8S&0%O!_AQ6:0&& X,5 MGE\$Q!-)2Q%G|H%WG)H,@|_#B:\$."|V!|+(@45Q
(/G44)#.:I8Z@/K>%JLAE
M,C2#'QCFKK+4,W3)!I\$44PTPV76\$<0(+0M|QW^|PO|2'Y;X+LR.*B|SE)-5G
MBWL(WU&2'@M^?-G;P|_I,C*O52W34IMM|C4)T^NK\$/U!ZGX4>/=9=T%AS

MR,NK[PD17\^8=*N1MLF2T,5\,L+!|WT;_3>|F&')Y(ZZV+M0J/%'3\$8J/U9
M)YRQ*0;DS:X3N%G@J#-G27_*N6K3M|#)/)XS\ (D"GR/A.XZ 0|H?3T@1.7<
MM=E1UXRR)DE|46|2?SR02)(=OZ;L38)O857KCO/)'#_?6;E@.S5>N&V5 Y;-S
MPAJ-G6M*)>S=|0-,TGT4X_>67A'<:02-6_0|K7ZJ7W:5;FDTT7+,IXHB>'9|
M|R&|<=|U EJ#-@:@OOP7DRG3|0_W<_+4G&(5NG1=;1#=#59*/'35FXHX6L
M6?8TM_F7Z83+,>E6%AKG#C:=7C:_YE=(K.Q=1I,GR9E=-SMF9"F++,+C6XP.
MV,KTCAY"4"08Y0D0/AF1QZ|LX3Z/FR:ULH^PL;07SW1B.4R6|O>KLN6,IDOZ
M!+)5L?92FDXR>RGOL?,5D1=_'\+4"?
>8Y11+6|LP_VPM@5^BR/OP<<1W0W*MLT*=8|E&7|H24WMKYRIU&VI
H#MWZ9.N=-,VX1EC78M_M H3=3"!(/==Y6: YEUB2F-HI\$G2GI2&?
Q1KK=VR8/N-^7*'J0NNAJ:
M8'E%691P^F@4=/D.4(:\$R^VDL4: ^V,%))4BBHJXD%H8ODRY:L#MH(X+NK*1.
MG|H4JU\$7N2|Y1U|0UQ#1M>-
UE!!;VWV&+C\$C|S1L3%:QLT8Q3<)>#R)#6Q#UU M2C%<-R!+>.%U,H-QR7
L4|YSU^VCHH=JQWV4U\$T#I'CA*1!WU4:8R.U&)4G0
M21LQE8N-.NWSG|O)GZWTSJFS/ZMJFO>.'Q-C|F8'*#NAZ^- "FKB,*#&2O6(7
M9'R" ^Z|859D3?'72PNZRV;T>X*\$N^,Q"O=,%|^K/.(DK|'YLO'9HY)V)&K|
M&+=OA04^;GZX"1&NK'I&U9|,5A)%RW%S RS M;)H7&C--)5"|U7N0+1S4>#
D-O5%N(C'-^YVX=<6.A5KHJ"_A|HAS*0*RM9GF=-E%|HUEP70&74G'ZA1|
((K82"O&D%BBW4HK2^1C0*1|PYEH!TWL|/% M3F!5|@?FY>+8AEOTCH*
(^ (?.>|<24K_\$L-+/-<;3SJ0?|!2@+,U1NA;8R=O?I M!L
6PSW68.!_7CUMT732J4RK"TS#(4M(FYC|8T"S|*EY&|9RHI;1R%OLWZ!(Q@|
2SCE7?T0Q|7=4M!BVKO6-,3D)6X M+3%GBV|8T|,=965*RO-
I_2B%_4|ZSJ,CB6AZK64MNTA0>Y M-7EV>XT;F*71,W8?H|F^-;
)1#-'62P8K8/33+ Q2MD7.7=UOKRSWDJ(-4 M"C@=-\$9@<3-
!+;P"/JK@DZ*3S4J2H*.R|L-O48CY6FL?
|H2|;>QLJ.U95XOP(Q+/?'J3MI.'W|P>;Z6:K M@6##YPUG0|'T<W:=| M<,
(|>H\$S<+?;(H;6"H|T>Z|)GFX;A'P2|.SBR\$7(A|&*I299!R>SL57G" |LH^D-
9@9>Q9I*Z6):!>=A9?#R|V7.0 MI+@ R##-TV>ZTCS>Z;
8>|'"U#GJ03,=U,L.6M-4W;AI;'IP
MT<"295|*|2M*#WB7G=,@:7"L(B7|=5_V>SJK3?A1?,ZS^#6!XT0U/XO<92|
MX2_#/W'S,"CDU=*0%KIYF:6|:.\$6|S=R^*JR9C4A1B6T;;9U/'/> Z|1"9WQO
M|D6*/AT&*=_R;)MQ 0@(&^/GON)((2J|MZKS2\$|;MZ: MI|T;MO|3AVD)5-L,-
A(SUD,|'"W!|&%'.|K|+NV^^+.E&TI2<,"FPTV8BZY6|_R DC"#|I+)3-)&.K&PG-
)ED*S*J76K,XB?C+| M*9P+ ^"0N?I=;41NH8)M%"<1SC(Y^=JS@L%5.E=P?;
|QZ8O|H+J1>|J5|J#8 M*IQ* @M)5.|LU7RLP9BY8=
<\$H*OV5')9:|: ^"9Z:"%QN>J00>1:W|R5(13\$H,
M|4#1*L99,V+.6_A@,Y"BAF0%Q+S|)E0@& 5HJ|*/E(^5P"DW?%4NJ2|H
|S#5!SGW4VFT%O?.T)*?G#J MXB@-
H;VE(10FTJ@5%>#")/S4TN2*C680<330="2Q%(|RT<2'B+*>!*N)=!
MB|Q^BJ>J|*?620I^6_E*589=O2|R/' RFQ*=G>#EE+@495<.?XHQM5IJ)ZJ
M:|2/>4:Y1G|^H ZNM B\$J|_2RLP!@AUN56(98QA%JDRVU6>:(G1C+LE
M7N#_2|_JJE|0%Z&C6FTAKE8BA|UK<0<^Z"?;G>54*HG2WA
M^\$KDR|_8:4E1#"GJB8C;= (/Q5EPQ4',BNYN(T+:AC=E>:Y23Y-EC!BC)|3?T
MC50#7L2E:X|29Z.K,XH|V7XI5D|J|^BQ,|5)>\$#WT;2 M%
(MO4HJ8M|9PW>R8\$=|R>> ^AL@QC6W'^=@|C&4;>=0'-SKJ*+@N1I
MC+;9V)H|9G_.3'^Z)C&/V13(OD,F4FI.2*KM:BIMK4:&V9(|
M6T_!CMSN:SJK+E-8ZMDK3RBM/'F;!N;P9682#LR2QFZ8|8FV:PT;5B6|IM;+
MY! ^+"|?^I&B*G2S|1PA+-WN'W<4|0HIMJD9*WDF?B#W8YJ-+UT,-;SJW+A)2
ML")0)M'4'O4FZ0^5V4?A4?A.W!5_SLV H5^%#|0%*:I%SI&B\$|D& 71E./WS'\$5.
(@A"L|AP14|H M2" \$M3(JFA6)OZ>5G^+><5%.J#W|U*:OX5.:
<|K\$ _|Z|UL;J*_3BX\$H4N3/ M|UWG?
(F735R|'9>\$ ^;WTIA(S#I|5#J8S0TA@'J4)"BA|=-&DNA|4.D1=++|

M'GP(X:)'25K08\Z-UYG8=ZK(36E&U"TOO\B\@K;IMYXDWOHEY>=
{<+,6@=GQ M9AP".JF.W98F39MQLF1IH7':E5)O^K--4J-
Q'6<5;3'_:J0\H))M*MB.),^O \IF2JFJ6+3\$".GN9A/(MN"O\|DTP?T&P0J#?
B1:O>&UXQ#5HN&,@XS6\|I8\4"7Z*0A=;<\$F<^%48Y5-5\HNHG=|\,FN:9K
M8Q>1B_ES>FC0:JJBQ:YM&7OVV4"&LUL\TDFH7@@\I%53?3"*JS?!6*:OV&?@1
EEUW M%1+9KL:I("WGTW66^"\$H5^25FKS@T#DJO%8TH*C'ES\EXS7K\L'?
LB,.,+ #'% M&572!#K6=UQ\%EKC:/5\B.-?'CS\NLK.)XI3@ZHO4>1\^\$% I8X1+-
WS4\1/ M%\$EBC6P_2_0:6Q\$GSPZD>^M\TC;^7XS,-!D9ZY9F/M;7;(-
/6F\;\$D79C\X#3*9*-CZDK\$|\; '6: M5)GJ6JZF_+S!R%%5H7'1HGW2:(2HRLO8&-
\$^JN^)X+->0F4_Y\$;O(S\H\YQ
M5\G7G.9TO_ '\$_:DN.LX<9@\$U2ZX?'5_&AZ5=0<5?!\?_||B0H_7_^^^ TW\Y
M;V\^N(OPKXI?
A&&4DA'(I_ "O4\I^)+_X7G%RJT>CDFUTY7E^KKQ@9Q5^DH^4
MS:BEV.)D,/(P(?E5@OW>"!<=1?EK5/_Z+Z%SA TP*CYML(IQ_ ^OA/SN 33-
M+?SV7_ |E 3)2\WP)\\$4?96-BR44?+O-Q3\|D;\K\H^F M,3Y=#HR\$*US_ |
|_NG*#,,?;;CQGVEL:3XC(=LZSJ=QRA\$J1.?)J&TZ/S="7#D
M(/1\$W\MGO>GTR\|PVF\,NT\|RNO&O\ 9.T@3G1^8G&I?
C34CH9I+DWZ\|E^M@ M#PHW@9,)\Y.+HTW<1D18N?
|CY1\|H)\D07FU^NL7EG_#KVG? 7)\!>_ /K
MPF_OE311_Y13X*7Q'_ " DO_R(AS\,S(5Y&<.\$;YNCNL\!K+9)\$2R/7\|OK
M%K/_*+ #Y5\;W\N>7T>K%-RB\8P\$A "MDS#Z<#\$IY1O(OB(^9659!-
>O\N#)17;)2L*U: <7# #Y=#0 M,E5351 MD0EM\$ 1H068>X)/7 U0A=?
6Y7%@T \&FDDOY=C\|MVL.?BB M?'3K8U0S"U_AWQ?
8UC)Q\$00\4Q'\PT9\NF5%4MH7K!M&M>N\K\W\CD*DONW MQF\|F-
98CV5&-2>'_|EZROKC'=R\,|')!<*-V4NBXO:NLL=R\|@F+:K(GG24 M-
B3\$D*8D)^&:YW0\#D\Z"K\!R: |B.,_Z,JL*-C#VIL3E>P34UE+GEHYD9W/
M)C,T\$Z\$\$ 9.G,3.+; "":9TC(B), =X63"SRSXF6C0_ |+\,Z8^%6/!E36VS\+ M&Y-
O%GC\;7%^9JE*!*6Q@#>L\|(16= MQGNBC5VAH6RQ\$|\8N
@ (2N7+)2@ \|H:V5300&1G6\|=.\>/A\$ "G.NX0-^LXD M(F?!9'P6HH\Z
MA=?)*62^2\$Q(|M)^Z&%7K,N;9>=>:&R3RM"K37W,5(" #-8MUQ272,7T\%LOX
M+5KQ^A2H?23X:+5WGS)7%OW'_ @-=G@5G0^D)L,4_)RQXS1+
<^=RIA#>S82F MS&-2V E/|@<3T6.(U@';7A^Z1UH&O"
|0(1T*,^S:24ZU#^OM#SA*6"1B"@OG= MJRN|<4@5+@B5N-F:ZS!-XT
N0;"LH\SB6C*&!1RJG.EO>MF\$6&!'XG4\|1_B,
MC^VR\JAH&/ZY*M,8>FU:\$*8R67*CI(8J=
M" |C^G>0*W;QNRPC^WF'?1WN6D+F'WANPO0XJ%4>92)2GEU\|C:(-L@|H,2'>
M^G(L1+K& O1\|>&,<-8Y@YV.2)U%\YHM49?P8;4"
W<=>\VT3>ZB62R*R^'|*Y.PD1/4;Y!SO-HT_!&P4:NI^37'\L,KL#14?F\0&;DCUJ
MCM7,E0H@)3G(5HHBL*!2_:U A4VX68\F) ==@P;*17.Y2>TQ\VE!TY'2&S0C.?
@_ =OP-RRS 69CK!3@T@\$_*U0\6RX@7T1Y#44XJ"D9G=EO
M,7UK=>GK6_;>5U(QXOWP>X/,5*'A>PZ2DZWE_ ^F\,+.&="|
MRE!;VMMAS/LHST^H/4F3%,Y=PAJYZ'+8!A%Z:3_TYN8ZQ6\|BP6,\J2DM^1
MOX:V9,|A1<5I 2>WT'H M&^E^1G(QN\IE?54KY%5\|R9U@\$,U-
5N7V<|TQ3*A(VV\$W^P\,JPKIQE1EJ, D# MZ,EL\A ,6V=435HP
=\$W33<@|K8N?DM.F\$9T?)/QN^_.|<2D3*1<6/5_0ZE; MGAEYN_6M58,&,N*
<\$'HVZ11\6U\$YY7X ROX0I:D" |9\|W'XZ,H?,:V;7\JY@ M?
65@!\U0V)\D8&,J&R*\$XZ'LKD(\$K41FVU-WCH\|>CE"W.H@X8?OH_|!4\$L#
M!!0 ("J#9EE4V;)Y NX %_)!P /: '5B#\$P7S\$N:'1M\+UY M<|M8MB?
X=|ZGP%2_ZA\$C**5D.,RK>J*D&W9J7E.V4^2L_K%Q,0\$""R**(\ M\$XMDU:>?
L\T-"R7;L@E*J.C7:9\$\$<'&7L_|_|Q\42W3?_P?P=|7*HSAO\?' MJZ1*U3^_.?NP?
|>P=|_Y#_A!S_*+_X^R^.;H*QN406_K(B\LD>QZ\$=97_
MG\ERE1=5F%6'JS".D^SR>?#+ZM-AFF1J=Z&2RT7U/#@X_
L\4ZN\#WDQ\|M5 MOCJ^O_=3DAW^>S?)807I^>

[3PV62Z6OYNU5>)E629||+E895Q*G;A\$WC,WU?Z"?;|J-
GZOG!_JHZY\$'S|P|INWFX3-*,YQ?)4I7! MJ;H.SO)EF.D?SO*JRI?PVTI|JG;#-
+F\$|^_.0|"%XO7Y.E*=Y|?Q_|-/ #J|7
M2:5VRU48J>>K0NU>%^'JL#&4M4^'1U|G<;5X/D^JW0A^J3)|Y/&G13)+JH#7
M!^_PC|_N(+_@SFEN;W#>O||N>WA_!>P3!4!_7O?LV+."^_MW%-
#@Y?;GW|UGQCR?|3YX%YQ?O7OYG|.||QWQZ0K5?Q%OV>YV|?
|E|UE8*CP5K5FV;WGP=._ITZ=_M=><|5?,OV7%TAUA%>1'2N:GA:|7T=&?
Z;|T.K8%=PU';G14J_/C|HU(K&&-Z MJ.C,TQ2MF9*_./A^"4MT<%>H-?
\$\$0SRP/W|OS;NW)P%>L6J"+-RGA?+ MYS4N6 1S?/C|H??G6^_3X_/CMX&
|S^QU<_,9|!#|X=?SZY/0\$
MW_<;\$@|PAT'F0:),A\$F|.>|GW_ ^VU^;@N2>SO87|K%|F*J|+A0JR<*F"?!Y4
M|&|8|BQ(2OKW;_7L?)57<,.BS:"_@\$U|ET"?XJ.>)Q7, M?-0|+?@R7S/
KUL4GJ+X<+(7!+A J|H_6O6Z+U>HSQ0693717B|:##%4%LY2
M1;_)Y_,D4D4Y#=#1RE>8W2L\$_3_-L|UC^#%XEA8JJ0"CITI=Y5M8I6A\$E/L9?
M^IVM6;>7^7(59C<#6#J:U01F|PA6(DW""BZO5W!JKA>XE/^JXTM4=-
_@R<"P M(I.*UW.PK3B-RA0\$Z0@.51Z\$|1J!4>K#.
7|'U91Y\$JRWf=!C""N(XJ7#M|
MZ*PN09:6M\$?"Z,|:UCH(@U61KXI\$@1:X@<>".:.*"O|A/@MVW\$F%FPMV0A(E
M*QAW#-^'%5Y|E:##%B(|=!"#K2|@SP752+>#6,>TFF.OPHVK52U<\$Z"GB
|UR6*IP7L M+MKY|(M"S=!H3I8U6JTP=KZGCN2|9Z SM0C3.=VVK
J57<*O.GMYK\$J<4)C;
M0BU#>%L9F9W%AJGSV#3*/\$_3_)HF3!5+6!>8SA1F%69N#OLRAL4/2E7A1H:|
MFRGX|?-'&5WEV-;(6R/HNK;"|K/G;XJ^;LZ|9^L%1@#),@.%=178!@A^N.
M6"P?/KTZ32P|M&4Q_O^MJA3Q5JX4)21Y;X(K|C)#&NPQD'+W:
IK\$>KG'CPEY8J@L2NL8'FJCSFY 6B*<_U7#C,P3T!&-+_G/HQ6|7)2P%7B&
M&P*^_E-@JR=192|BE>SXX@/H%_C|0U;T7?(R+!>|+T*T(?5':&*^2JXPQ!4'
MQW_6R568P@O(XQ^#J?@0#WKP4A42L?P.1N16*0_V|<+@ND_*T-
EHE)PEHH|M2Z(@S|:|@|8_Z2H+,#*W|622GS*>QIZPI,1/
MYD|LPO<.QQV_=3N^:6^,F|+|+6FE@79CE>H8(5J"JP15\$27S(D5I6#!%84IA
MJ^<4?8&)784W|+ H@TNACZH*DXP^@P-4KN ^9')*##(\$ S6XS,/T41AW6WY|
MZG(P,5FCV07_#*|;2%5402Y1.V3(F;? M3.|\$=SE>8PQAUX8%1(-%3' M^Y?
A);A@X_*W9>!R_=A|WPO2,/KDA)L3I1P=L-13#<=,|'WV'DQH6F 1|<*<
MISY'I,%5GEZA:%CF19@&55VLZ\$E3N"6(AFIJUX%F=EZ\$=4QOUOUJ|S!):P8*
MB%R@T;1^%|+K7^)PXYHFE%.!)3@)?QU M=Y>=UT>|/'/?DM4("I(@JG-?
C4VY|9|A"";V/A9#IX|O|ULHTR/5EY5KT// MG7_*KSIG|!*V9AEDZA(DF0*9.J4(-
>*TSZPVP CZDG/@_2K)T|!CHNU0F|=U=WA,.UC&BU->)N2R%"\$_5;|4
M&\$5YG9%+E"PU6@<7'S>;W4Q1GL-
^PJ'3>|*^A1V97'+B>\$+A|)WN^5S"1442 MIL.)CCLHX%5XJ78SF"S|
|HXN%0'GDYH5H8<(7@41EXOLT,/(ZSA|5HC\$HJ|
M!600A,F"M|L*WKU+=WK@/O_!|/'^|?_LO3Q,4N^K_ ^8%<QP0K?HZU"(?^
M%S"1_#&M+*&6=TEF/_3Z_"F?,A%"=|YE;Y# <+F|\$/A/^**0-;\$A_4%X62BR
MBG;*23|3U;52F:>--:F5PGP%N*P-)@4A!6H\$LZ|PM|E#C8D6)+F Q V""PD
M"&_6_XCW(RVN%2<*Y8P\$|F/P !Z:2PU*:2C>V)()PC(S<^/E.PQ6L|4VS?
M'/SZR|MA|L>,P\$JPR!'WT|P\$W)M2;TV|2#OA&<%Y|;|!';CQ\$VWB(=\$G!
M>)0ZDR.1F2!21S&H-'2G%KE@|>%N0YJY&;B'P3SY'I*Q=^I@@|H_R2P|?3I'
MFX<4|7|@>.3Q%B&&O_7PEP=_2J*XI)|W+0?|EX,,)UE9%35|VD=|!WL|X63G
M8()|S5Z|>>|OSA9*,1,##%2JF MRB-
1!E3M&8XH:"Z4\$LTUYR,=%U7J'W18C=L+N=SYDHJN9V-%UR,Y+*_#I
A^#XN/(|I^ M"--Z5"8-N#BGQ=AD(W*(&TD%DG*Q!VJ.\$|GDB;S"B?
00=9*WH%|N|SS&*|!* MN".5>S@H!UF|IN| P.E%>P|J/A;YM;I2WZ^L7|ZR-
E(W/V5E \$2#2GC;IR2 M= |3X*@L*O_SHN/LFA&|U+TACV|3*|;:1=*
M.; #Y#|JO,HHB55;A#|9^ 1|MY4%D^;HU=I:G8 G7HL2A:@4\$|J;*\$+K3|WV

M)9)ES%FM4QU=UO\$;(NL@?S,FS,3G/A1_GX9EQ6(42Q>4)>&@S_!QG"7D;2'
M^@@@LCJVV+|Z@ICLC\$,|FSZ<'1M.8D2!.X+J:|BRHY@YT"<9^@C),,>HC13|S
M_JDABF<7=B=L#_S+R\$|*%==2H2W@K00F"-G7A!V.IX+.SJS\$H"R,+^&#^V/
MRZ2J21X;DJ-;,\$L\$C6&TEDB*)C)ICN_OQ17?/^T'|"2XJ02>+E4.|R"LQ:D MN?
#4F-)6,Q|V>G_':/4T*'.X(;YRZ877S(T\$6M6^#5E\$YN6D)O;7?1,-Z7+
MPK)0PC,\$4QHQ|!"|2.GG.H#U,5W>ER?U'(-J)WB?"S+=SI3S|J3P|ER";C'R+
M&*3PO=[#AL|W;.,?Y+%)>Q%44A_)VBCV"Y|SE0)*(U|E(5GIM?I:U8=@>7HY!
M5'U@|/L_!EWQP+S3|H+((3D#_W!1=4KCQJN-
AJ3<,>&1D"19|!>6(U4CQF\$+;O9'4ROHP'JQ/0L%3+&6@6CZL'
M\$^T)63!:@NY54O:F-M4Y;#0ZG80_9C|M6'I?N OSQS-Q%&7'2LY+UD-T,)Z+
MK3L7XQD8*6;N99"C2+V#2,U%F.9(G1TM*"SEHXH>@PC=ZGW^ODA_/"
_Y3OP_M*=TQ'MI%BG|P*RF^"Q'H(L77(9|FG??
_1@"WZJ9QO|>P=1^8T'99I\$@.C9*|_M!V|3!'|R7Y;R@?TL'2QS2Q,|!|3Q@42?
D1;S7/B|E**HQP2D"|5;U+-7SX_MVT)IE=\$|9X^B405KQ,+7=2CZNK+
(V/=ZO;7K8X*;!L4F)6\HQ9;5S(!RJ2E_M|T?;.,?NW/C&-CEO_EJU?
BOF6C/RF6|CIS|-4!<<(|!@W>L=&1V_4>2LX38BB_MZ8,J288+G
95M;%)F52=YFD24_YY%L;:8C_%81+;.*4SN!W_4*=V&,9C"02#|9%@LB!6+^),E@;
<\$4|<*6<7;B_MO1CQ_R\$W2*HT3KCYBE/A_VOM#P|@|/^\$|A6?
ZI""0"^+O%XQP!/OQPBYP!,>2
M1;JHI@QLNV)2,R%I&*|/');:\$4MH)@|=W@&Q^T>%T_J|FNP|V"X#8?;\$;Q8Q5YI
&9=+4B+|KI*1(|DSI0FRZG=|'\$:0)Q|5L6,W5"&%@_MM?UCV-
8/S5334+|/7X|&8ZW#6',GR_7CV6K-!O40*XO+&LPG1\$FO0/37Z;5T_M0AU+.+?
XI+2QT4,|,=|!%-\$W!)M"+UP_.2-A|:>T;2D|?%?L(M5'AM)#N,>(<MQE6U=
|DW1'Z0(J/(WKBOEU"ZQL!4G;8JG08S6_|C?V|_|L;-DM",IU|R-<:.\$)?;4N|:F5L9/
MQV.SG<>FHW_6>)*^LN%\$\$_1
O/=AN9CJBC_8M'B)^K0B%MKT1|<&QE1@*?K/_M;9/4:GXT0;
(M1E'P:598YV+OC|\$5?9Y;5!/BG-@;,*MBT4,J8:9!0S
M/6C7*"|6>6%B_Q(3UT%N&_ET=/7\$CPAK0WT1EF|0J|=|U/8(ZS&Q|:ENW&TB
MHR1_|%^/X8!M_7&"C5%7HB.&_Z|EX9BF?K"M-&\$+T3(VZO21@_"^6*XD:;#_E
M?
<@|.'P_.0R&\$03TY)19(4MDT;A*|KJ\$W2N/HS8H"ML&1@@@6AX>%E%\$@;GG,
M#A3M(;2|6N3AL*UPUOX4|CW#OCB/X;P|,(5TH3*LDR>I^_XS:->ZC9_|USF
M;8K>PHXN|*YV,Q+#:?.Z.CZ,,|JPINGZV,Y|XH5ZL0LVO,VJD0WWD=6_)TY0|
MQ+D3EC9U&%95D|&|1ZK_M)09>+?%TK);8VFH)YV#!LY>|R&:YJU+J?
D7!/|C+WHWM'Q9J'SA-:'|+|_M|N+-R^=(Z8:KW)@9VOAV|=|YX^??
K7>U#*=(816+7/?.Z+QS_%TET/;!K_MV":|_9|_5&H%8TR-6)%M3%.T9E;
=SY^>7'R|C1XLF=L'F=3RP/W|_:N'-S_M%N@5"9R&'4&?U|A@Z'4>?O_|A3?
=T:O?3TY/SB_.CN@UW|T.WK|_|.CT,G,_?
MG05"RY^>W=V|V)^&S^_|X.G38U|AWGW9UQ|T3(^V_OEVQRPY%L?
L'O8M5C@_(N/R6:B_MT-6XLI*3S_E2;|ME>-/F|D-(F&PW&|;7J|;S1F%YX4@N
MQR.X^2.XE6>P'XZ\$.67)0U'>&\$!/K2W./1_"95YS3L@@NV:8&|K2K@\$EB/'W
MXS|=^#Z|VK9M"C+4@|^:OGP_3T\$(QO"J'=)-9U1!\$?8TUZ4@;6>W:S&E_H|
MX;N|F>"2%Y\$S(*)"(CL>1|01#G*).OLRIKE7;6=|PBNT'!?
EER/>L3C*/_+33C0A:)S|_?-/&%^28/|)M." MW(*XM8U7U-
_#8C|/X#\$;J|:0%)Z9L'=X|8>P+;>AGWM|4\$L#,I7Z+^FE43D_M"K52V,4-
>20(:S6ETEO*.O*>7!7(XH!|E*B;5"ON;_H5XX_GPNI!_!-1I>^0
M1XKZH5X6)**\$&#P|_@*A7JJ;WEN)LWMYNW83O#%B8L/-RS:EC00LCV=J4Q
M!H(=U|9FMI?K(JDJ;\$"?P:ZNJ69N,F|(C6_(Y--V;.,=E^%&1#>JUE>R2|
(HUMAM+"Q@:QO.H4SL#^/_|;6XU<=|N^%|NR7;UO+7_ME/4*:0!*=|,N5?
QFZ|G._8/2>@R@R.J)S'HF:P?-FM)\$<>YFPKD0KF.^S
MA#FWD'L_/F&BL;*9+|7H<|P_Z3=>UG#B3W""#8"4XBV&J;P"O;*I3GH1V|6
M_XV3|=|H;.'<836P%=9I>#UM'S1*!Z#|_|=,>%8KY"F^R2_*+A#FLI9HARD-
M9Y!(DINV\$K;5)D|?ZZ@N\$C4/CC^IJ*:02IR7KV");L>P&><>0+Q-CQXT8!

!A^&"_#JG1#N]0=JSCX M60_:M
(_BKA=+7%AXLVY^YR9+SWCL9UM6,PCW>|VMCNODW^-)2;-2BE(\$W@
M'M+RUS3TM4F=5K<"/2%8VB2A\$YVCC.O"%X(.,/6:<1X2'@7L3.!JY3;:;@
M=Q*7VS3J|W6J6\$&:%M-,<&KM#_EDF|QE|G=TI%W%C-Y8H#*U\$
MX=E8HO X2A1&J_-;6(7Q5EN%K1SN1NV_=Y9!HVD%="91._3?-@8H/&_%.&<
M(H9|M'/5K-I*56&HQM5G4S=ACAK=VB,<%B?R
KXAYW90DXOY,C6T>?:JJ;DW M)ROE6FTL.&:88_1Z1'M M@M",PR58?
\$P\$LU)9J9S|2|=49"((FO\$0A\$61J9M2^R/!7*ER8D+A<%?:88!>
MDC%6|)HAN2AX7)J|;86K4%4L^-/P&E_M1|B#510M(GXXK4E\$Y!,%7_37E&:W
M".VJ'1DYT!(O,!_BSF' 2I*5=4%LOH0XO#EQ/5,DOYG/<1+;*\$9)T|V8W4N
M"R6KHJIKI3)V!WXEMXB+=;|424,2R7,MUHE(++|P|HYGA@Q9YID<:;!P|_|
M0@EC^EQP|\$/L*B|)%+"(#KR|"@F)|_7F-S'T,AM:-E*I^)%H%:3NW/_19Y0!3-
_YY MIRJOYP%%"2VD51!*[KB-_G!@TS;Y2('
YO7N>V#/\$D4PTHK8//^NA_]S*A+L-IK'DCOF=Z6V.6^"0^[V BH'O
MDG*!P=55&H|(\$-T0H\$Y.!UUH5R*>P^Z(%|W.4?;"MY,<>G&^TI!M(AH"

!8:~1GB4'Y@D?#\U8MDE*P%.2.*)A'>,KD>S"E
M|T_OPEBC*5DW)W.F@YJ/!9SSJ^|!C|8_'63C9/G=-
QX8AV@_|K'DGBFNHRVQ
M>#9<#97U3C@)V,1E.VP'CF5%H
PVUTD(SM0|Y_|#%'C< #|4WS1ML-V"3LD
M);DFLF)K96^Y0="KU1@|8>-IK7F
%I|(8R,&U\$V,6"+2IQ(R/_##\$E)SOR.HV#
MJR1/Q:'R|V!BG|_4=Q2&KUBTGL>'>|G.>+VZ^%Q"
*U|&-|L6H'XEJ MO@%1S=,'2E1S?O'NY7|&)^?
G'XY>O#T./IR^.CX++GX|%KZ:WX_/WAR?G1|&
MYQ|>G%^<7'S R1@|SX%ZGMO-0L-
Y_Y.RK%%B#@:G8KIOH,5L>@60*Y/8CEA/M607(:
|L*D|2\$))&>F0)+?1F/I|_??|J?PKOKNZ;4
M:B#3|A4E+T"SW#B?F0>|'44RIF|V#I7S0\$(4O&?
C#JVKX&A5)&EP,V>|_|Y
M!G/S&J\$O=; '*A6N5IJ&9#&F^M8/F(-
W=F=G!&>D>"2EN><.Y2DB91SA5*?^K
M7.R6JJ(PJ-_3V=08H^|)?
6:|N8E+,!13WU@8KOAMS;>XVW)1:GO^=F()=?_6
M|M|^N;6-6G?/M.YI|@*13/8-F|:'Q0#W>?-ZA??
F65RHU,Y&Q!TIPD|D^6\$|
M1%S*9@|/AGO:N8;_|VZE(^B|G26(4;R|W:9VJ_JWS,T
N>G=18 M;7^A_?7M3#_>S72=YVF:7Y-
|QW>V")Z^1WAYM_2AH1Y>0Q'2UA'+NA>*NK?

M:MN(S/WIYS/"<:Y'5?&+GY'.Y+6EIA:')E^!00N. M?
MQPJW+6&8@B"1V5CX#?.A/1V)#E(&DQCEJ#5:^9"
M\L*Z!K17,4\$W;@/V!/.N%%)2K2@!00AX5C_9TZ N
MM6/H^F/1D;..X B M.GDTPM99__)@P>UG;LR/-
S.H)&CT;-(9X'UC9KO+T28L)L>/J)2+ZJ/X'GH+
M8,89\$W^\$G9DI)0!.NV!>K5/KX\$YAO4H=*%@G+^\$
MD,\$C2G'7/0=GM,:&:HUM=T'Q2/(Z!(;/3EW>
/Y:1L5(TUF 1).UE/BZ!\$=M. M4GEQ&6;)OPTD.0I7)
2=3_",&/C*5-18+#2Z4/3.10B/ XX;=HH+RX7SI40C
M5VE2X;VN0",J/T.KKLL\$WCF\$D\O*//&:R%JDLHR/|\
D5RB!M
M8@:I.W\0&\$_,!U:'H=!#HBC32:HB^)AD7E,N,V8+3;
/G*T)ARMM;M. /A/.N(=^AA/W+SGOW\$4^DV)] =49(
MA5HB&
/0EZ9J31\..L/&\$34J!V5:1X;KF_)1Z\ZY/U8/-9JGK.VD*€
<2DZ M,S@^\$C>^H^>I.'3@\$B_/*D.U&C"BB(?
^=;0F=)=58(),F^.^%A#&P'G>PYW M2:>&;T<0XB
FR@2C%L%I'LP+A@,ZJLC@'O1M=#+,=/%LV1'5ZX2:
MV?;X6O0D)(/8LI2/LYQK'U!KH:+T/U7K?
/L+OW\F<81'!9=<7"#\4 MU.Q&;?
F1UNYN\$_>HVP6=-'I!4,V+1WF\$2JM>+DTH-
PS.T4X_0B*935\$'2T.1TP\PT3<;\
M/.V(DOPD#F3+3(IU@|6JXT\$>P\$'>AI-
|T2J",^=27'=[;H,XIY"H!*(MRZHY
MJ/|&22U:QTV751+NBYZLL|_2
DI020UA80F&T:%W#.81;+1/8*.?1/|/#1"#:Z
M;U4Q7!\$KQH0V4 Q*7/2U@<\$SZI5D+AI6&-
N.U(K,!XFE6>R\7^J X:M471D>
M49=JB1DQ&U5W4;YDXHX;8DN4@H0O6/>=;DZ
2:~YR_/"4YNA M#C\0DH/B\$1RT0+/00 |T&W&@,?
UW"H;1+0TN02MIKL@0;(4Q6Q,"/ N/I_H3
M)U'/.&0/(O)^A"H)!08U/WYHS7G\$T/A/=YY=P+W2Q
M>PKR_0/|L6P34K1#>R9K!!XGAW@3"L/3S%KVIK\
&P,X0/*\ D\$'?A=A@
M4828/'F7K/|@0+F%ID2_=S<6E%9!,4/-\$O)<--

I\$Z#@E RMM+L-27#11>WI" MX
"O"+G^PWW'\$RRZH;->S'6<[SU,.OJ:#
[+CZ%IGTU6[|^)BWI/YQ!DZRCK@ M(*BFD4?
:7SS>&WO^%96LH1+,)SCVUJN[B)IZYE>&[2GK&?
>L*)" +6TL'.)< MN##/E-
1#+I(5!K%HMKS+HZ@N0,:&\$ZT;#IX\$2YC%A2YD;8
M*UC%[/,
<(>7'TGYY,M%U@K_NPR&+L:&]K0AM[=RYYR_IZZXI
[(M\$T?S7 M0ET=1: 9: \U.-
XM3VZKLAUA5OX!P4693,UJ|W|!::KLF#B\H1EAPJB-
&U62Q MF8IY73#@F0?DFI'2IHYKPL=4ZE!3J=O-
DON[(@) L<(@))\$H\%M1N\THC=H3\$D MHA:|;!
(BFO/-J!W\ "DL'C#NJD27X'R=Z85CC=("
<3B0Y#5@3HK)2%PDDK:(0
M01MU3AI(\$)B62U46AT5P |: &(-Y(7Y6,U>N^V(+
T1*#X?[' =8?X_M&;TI
M9!6B44KE5T[|\$V"H!BUJI))0#JNB>9APK86:-
KS&#O'Z^NC|17!T_C+XV|\$O
MOC% @N2L16P*# =S!O"]#E\$: \QR)Z::[DEC"\9%/
M:JA|4L|>*)_4|=N3-
R7/SWV&+N'V|T|*01!":#9Z8D|B=
[\$WG6'DL9BI37%2IJ@ MT"F>Q@CJER^N|OC%
[TFN@U:)5%HD:I4|O.B0X2+|5WS8;EI66L|#G==8S;7
M.JMAE9_M_V0:2"\$M?IT1N93.391->YY^*\$'
DDK4*V8;TN/172P*S2#-|S # M;#
A|?]Z9**_[IY>^%J6FWHX@!J!K2Q70KCN|3^Y;)7ND_
<")^DYX@@& MCB/XVX@C>!PX@M'(_09&
[D\|U,AETM1W|_ \$ES|>@TT"#3MO-ABI\$BG._1FFC
M(:9VL1/:O!P<|2NIFK5A38Z%0DK93-+<[|F|<0@D
MSW3F#&U4)ZR^8TKZNO(@\$|.:)UHDZLKP"A(-
@.X*P1 #D|NZS+&0GSI T,N! MOB5*36|B>D!
_F;I6|53J8BF+'H*_U7#<26\$0Y,;K^_"1I-<[2TX/
.=):3G M;H5HB#R,06C->?
NE+N>"9QEK7G)N5+.IPDQ:&5N>TV<[|XE+=8K;J9d
M B>);-;SRE/P5FW(3K*6X9K9:RV4N;A19&#S-

IWM2=J/A:5X
MS%1&=UTV%031G5KN3KM/!+XD>D9E4D@MXDE
XV MTHH46."Z^<8A/YZPOM-
MCMF8Q1FJ0MUNA8^J MTYXI|\$ZO*^[6(M?
TR=6X6M;7U&+N@\$+L%ME\$P3J@L#"Y4%KR7)
[^[SC3+=1LW2?*EY\YF7O#% MG+AGN8?
0K5>7R^064K/E%31\$4R(S'/L!:"
M3\).S531;/X^|31WZ&EN3:#0)C32_,V.(J 66ZCH,..
(?|X)Z)RQ&*QS9OID@|D\$*H>,N\$6'@1%:8AE+IUN/|:
LN#GAG<^=0@ M?
LF[A>BJR!?)+) '1.YVIL(\$N2N";B4/4+D:!)JQA%&IN@'
M\SA+P^CC+F*Y&";G9JE"XX:NZ/FRA1NO%NOS
6V3RZ=#&BX8\$D@Y!+Q|GPK0T'\$6<46X^H67ETB!:
M@+REYI10!S!^6>;M2>
<4R%G+B" EM.P>I6)!\$(WD\U:4D&BY>F
M1"K51*CU>8=YX6AWS_<|%/4E&=4Y3
M/..7X)1C8PD0'G9J(-
P^[.K,P^QA\$"^72R*)F+6JVRB/QVJ6KVJ61W;:B
M+5KDU!(<5RF\Z7(\$L00E=UK)-
H4B_BU+K3%5MGRC)921X0+-168P9|B5CIN3
M+,8#NEQ";G_1D.I&HDO!J<\$LV69>XN6:01!=T2@|:
RT\K|9 =OZS MT;'\$#^UXW:|
[^U80!\$CGQ3)5&9%JDV-
%@81LO\$L=)\$B[^9Y0:)C>.:?V4:I1%
MHP9|7AMML6E2)'|I*PE\$M>|"J;:@.0X3>V\$
|I7@;;|C'EK;7=|#NV;|93NWH M>|,|0,
<=2I/G*U2D\$FREXIB/, "J!8FJT
%5.6!VI16VN"8FP6+VS"8|DI?7U MX,/:X%
[+UO6C@:V&B&NB_?IM&+%-
#Z%-1F^GZ_GV*+Y+L2OY,6N8|\$*FL8\$|LD>|;FZ_V!I
FA.B6J/67+PF3?PZ*6Q7=W7:"@.81;#5!U?
PP^C5BY@
M0.&K7:M9F5222H#/0N9BO\$R2J9+9Y?8|9_1
[GZKB_13"L\A)FMS8S M40?
CD.8;ZBMH\A0*7U7RFQ(1D5.[A"ALZ?

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:2*76QP'#/HD;!OF5^Z>0&X/AYWX,HTD#=#^K#7
M%Z7'CA"MTKK\$%7L,;3T;7F&@&BZ08&6YK?
|0|K*_"/[#?V|5.-+8N6+
MR_\$|GOP@20/7|1=|8&7Z':|ZD)+| ^VG^/B:AOD\$2Z|
EU=GQ^<7;R|N+X
M52#YJ|\>G;T:4U!#M2BW.P5U&F*W'91^9Y*7,5EXA
QYI|& M"3%0";'=Z2=QV0A8.10ZF0|:U2JY!
|;ONB4"6ZV6NH\$JMQRCK587;58N&)FBCI;
|PF.C:9>=X=C
M/T8:B4=142N'QEI\FGB0)F(:1'C*LE4(Q3VT6^|VPP:
|6E MJL:\$7YU%%@U=P7'?<"LM MJS9M5SZ9'-
*C';NZ,\$U8P|(C+|&ABK|AD|69 K>4.|ABOO!.KR|
;"6PLI.&Y|:|X(5F9;JVCJW: M&
|7|4+7|=B=OSARK>*.JO7ULG<@@!@/QV)6PGZBTU
MHCH6_AS7("=;?>XTM6G&J-
M^JY*;E<.O"NKJ/:5_MY>85 |96KC06D;
|A.YN+W'1ZKVMM/F)IOP, M+S?U^'Y;/J^9GFF|S?
6!V(,;'C2'RZ?>*|OF&W |&O9,*2SH,RR #?L\$ |,H
MY|&&3+!;1J-";"L=0TGZK5/ M6"(3+W-
=&LW;LZE0YYLQ|L*L%C!U(%RW-||+UE?B%
MTW!5WBV/-*(9AX9F/-@?X8R/|X'?7H<-
E;L#\$>&C&939;<440+:|'7RNFIM5VFK93;'?>
YRD#5G<)%=M."|(|^P2;C;K\$^+-
MGD:WL'.QIZ&=XSI_H&F^W|Y
M+.G^#Z'/|0=^,R"A+554IYS::Q!4X M0J8#|U-
;ZA/F1)/*C8'.| Z(Y,1R"S69F&Z;>QLG3?P.6CT0)?
QJL1*.(WX| MFCR+?.12,LW&YH)CISJ4Z&
@_33AM#O 2T|OSA,;#%, 'PVSG6L"[RRZ2IB^<
M=R=5W5Z"_GU D| W864SP^=!B;^LV6_W>>+|F!-
%K5L0_XTT>B JHT+11 M|/ TZ;3G|\$VEJL
)@&,3|=30=?/KA|\$J+|2 G|=D1|3;9SL8A|J=; &E(2.0_
MT@P8W;.+O9ETPEQWX+: "E 'E3MK+=_,H|VXQ|CH
WOY1 M62?%8EMPXE"%_ |!.Q?=T^'Q=+=_U(/>->V?
9,./IB:6Y*1ER,#=)&N:Y;:9E|NO9T|;&Z47-

M^ON28V[@VR"]&V>K MUDS38AQ=A+\$E?
E5D|YL(V
M.#^|)M1LD%NTX3E>6SE|XDU;,5PBMB2OR9!
(BJA>8D%.)+R.?#Z\72B1X3Q(
MEIA1YB^)Z"JT7TMGRRYM21DU;
76W_0>M%21KXI\$>I0U\$J?.\7U"!KU1S
=U'PL\FMP|#>X7:=MARD%,3YD14,B#2|JIVD!
M,:JA4")62 7.W>|,.'@!4A;IPWU4\2TMT3\$7U3\$%
(M;|S!K%'_I_G*"Y)O_N M;LCC6IXZHMATA.:%4KI
KZ-)H#.6OH&TV)N2S)BMF&5#|A/;=T(GZF ND|B'
MZTX%|M\?-ND(;ZYIYC!"^P8'|3L8H7V/|HW6E;?P+
(ZV'^@IM7+H_/?=E|< MG8-A-9I4=S6IYL%+4)"
|+RAM-'#:D-9(V^9%7T+)9H|PQ|OP4|*LEUA|;EQ*
M\AL;#Y V-,N|YJDB6|+O5MBX
A-.B+L0/*P3!2._=|V%.IE#5,WB26/Y,+>'
MG38SE\$XL|B|H#0Q!A'!QSV-U:4=(KPA|+L097;?
T"SP+U!1L6:>AC(V^HI:. M-(Y;|%88A?
0,Y&I&9%!K!BC#_JDQ6>.N;GD<>I2%M.P18E7J*_'U|
MYQ=T#105X;=0APMSBHEX-=
(8C,@S0VET&Y"*\$WQ.@RR&*Y9
MNLAAL6UEW>!^:|I.(F-
=JH7'!+8&RESH|*F("4|:|E>P|MGBG!\$\$95I\$P|W
MH;^PQ?D\$@TDR,850ZUL4:R/^-
!7#:LE=7'6|NZ8.LM93KLPM&D^Y=XDV(,U541W\$^
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|T=QC_O|K|O>E3N#?*@J&E*|_UVUR
MDS%COsv.]),'ZDA?M
E'_ \$#IJ/,&IO.VVX|N|+>|Z+TNSLV#)V!>:\$6E&Y)W
M)TE/C0)YCLM,FP;=#+A?
7@UV>S^1|=PJ|'O+VMX1A(:'E)NL.)3 MF-
F|)%D4PG3"|[%.;E|8(UY_9WI7#T&OF+M4F6-
4TN^\$F'/8=T_":?#;L(*FD

ME4>,!D8RJUG!%HV^DW&^Q!K9*"BT0N4:S9Z78?
M)%IPV![6)JH-SB)55Z:)UD M\$%U\E2?
QZ\$T,5;)NMS?AF^9'T<;=BJ8W[PC6<#)MNQ.F\$-2M
46/1(=);G,W M"A"/12QR&D2C"
<.0M"DMBQ#Z'!7'K.#66#C>58E@SG:G%!5!L^
(MY,,11C* M9"^V,,DM34B62Q4C=#?
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M3\L\$|1|XVOB4.1HSH29%NM.C*%N7IP)*S\$#EF%9'
XH8 4 MZ(*@2,S/!"?Y005DFZ0X|R5SL M198|\0|/-
A/2.9<(Q|HG|HPQ)?DM4I)/"VI*|NA_!_||N?
CMMW=O7YV-B/+
[%%1CPT2JAK(W+|P50A*V47X7Z8@O^YI'@"XCS!/G
M\')LJ 1C8;|5I_),KT1&
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#\$L?;'?Z5.L#1(,E')#A)8GF@0_::2-@V#L/6(B
M|8F2O>HB=MT) M3?
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Z-HU#VC#\$1XASN M@&\$
[-8=RD87;Z?".= \$=%)84O,UL!^@K
MGVM90M|B*':.AV601 03,M^ 6\$-Q8XU.Y%LN%-5=
(BYP;TLI^|HKQ1N|A<%T MI#>\$I+- \$VRHNG4:J)9(I
<1=0L00;?."(;< T1ODLH3;&; 8;LWGV0&,V/M_
M.@#YUA"4W 4 M#,X#:\$%ELL-
9GOU9PY*04V>H|UWV,I,RQL>+!L+LL722|29J)S0W_
M*S,0HM_&AJ'!TB1MSHS1|ZI1ES|Q2+,YE5-
2;%M%>-UN;&_ZOLHPVMC4(1TW M-/ZWKY5.8|^>
<#1#E)DN)|:3B#M-

IX.H>LMN@U*!@F=+@-4LUV693;5S^Z/B
M0(8)8X#Q@,^C^F;-
PX<5O_:19A:X0\$Q|WM.F?.LL|WM,^)0PJRA<*?
C_F#?M=K;&5 @RG\$V5G602E,FG8
GK0I!&#QE>K"\$?>QFM/
#\$!!A6B6VTZ?;|PGL0>YUX5ME MC7WUNBY09-
*,:Q!0.E(Q;A'V\NF(O=Q:[.4]O^-
P;\$J_|P;J2D6;D8#4S08Z/#*SG2O)^VJ6X"
[B/32(D"PH\$.549',M;%B!K%*J!&08PEA;W6,
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M8?*K^CU3N
(.W7?,^*#61UM#EV\$TLBZOGPL>Y&^Z
M&PD.F%+MV=[!(#UX'M?|.O_/5'_N+X|/>3TR-
ZR7>O@_/CLS|.7AX'9|=O
MZ;/SWT|>3X.+LZ/3|/?'9|/@|?'1'|?
XPZ,7Y|>G+X^GP?'%RS\$U-|34W'9# M-
2Y|+HXNOHV-
9NM.>@JMNp:*#I%.>9GHMN4_M1|1@*^4<)'[XZF'C
MC)\$ \$FN,D_HRQS1M)!8<@;CS: SW:WSSK?
@|GI)FLLK8/_FN>IVE^3?W*KQ@#
MY\$)L95^'34:>L',+/_O?:K3 />^4>|O|?
%%"_1L|Y=OLQ^3+=B/H:WM|KF=
M.&SI5_)Z@AJ+:7'/7:FB#"E&QFY+HP?
T444H3^\$7XP|U2%%GW,5%GR1I2Y%+D'(:2/"0F;/")!
MRL*PK@S_#(=(32!/!"1B?!A1@|^)%MSN
7ML<:6O+U;APWF=ZHLY::3=V'D ME)DM\$;B?\$_
TD9=|CM!@PJ!@24%\$36-
I*M_9(T4V\$3VFTS#_ME\$Z#N#
(U=^24HML'6C/A\$&;*
(QEIS|RIX_.Y>EAEQ'6D),HLOV*J
M:)AF|PWO3KZ+7RJ9,X7WXM+I(J|O%
[+2PKK%:>I=4AREW0>I#1S<_:\$P"^H3 M;P;:
9IDVJ\$K9LX=*F
PVT.V0+OMA_OH=4|V@5[\$ZJ)"PS%M7|_J53=!?UD;
M/C2)Q1=)%B6K,

T^I)WO!>P|(<&XBFI4DG"E>4FO?XN&N@6H'%7<
G_@Q%DZ/JN/IC#T4C!&[5 XAZ[DDO>4HS97>46L
M|&&P5*H2M(#[:V;46G!1.Q,&.82Z_/PT6295>T&LW
AKD_%XDHQ&:0WKVQ;
MFQ'J2J2|HF0KTA*/RZCZVP,UJLXOCBX^G&.JX?
W;H|&0^LL_MG1|!|9*'5<
MS&#RI'|U*9\$TE1F='%LF2YVNE48*TV;%H-=^E.
|DUKB'MK@|;(2DI7&V-G08 MT&A*&
<7R@HM41E6#W'"#"Q?=\$R=(6)^K?
^G/F%BNDQOK%|B|FS3#D*V:;= M8!7.I&K4D
%AXB|Q8*?%J>7GO|G&B?"E=
(LUINNSI99N52,L\$TIU|VZ"O!* MMP+//+
0529J%ZDDJFSK.855P;+ZBQ59PJ\$|H-4A-
(U=4KENSA*ULNJ:R''\@ M'M5E3E UQ";!
|<;^NML\$ZGHV@KJV%M0UFID;-S-
=>:;!FYIOCT^.SH|?!^|W M?
YR<(^)ES'@/-..|W6"64^Q<9?
GM!UQF3M1@PED81OB9C=SY|8_:X7! HIKW
M@=B2VPS)#GNR;3@FSP+#RSZ.BE!MI3A&+|/@*E'
MA1)B1L^LI7/
Z+W<|A8B\$^UR<^"9T778INHHR8<;R+
(Q/44CQJ4ZBA.|=8 MK=0LTY;G&40%6,*6A5/_<\$'-
Q1*,==)1|T8GH'#LC\$AM\$NE#_/44"WW0M|?5
MT3;>X!'V.SU2PK(*F9(#RH78POY#H|N22&8QP^9.
M(?
F&^GJP%^6|#*FG2DCWY7|OKJRSG(.F8HZN<&DH|
Q4VK|1;HS M|'|+3)
('"'|ZPMI_2D!*"P5_W\$"%1\$SAG#\O/*"[0H QP=:67&
<,<7*N:0UIQ M2MP+9Y6I)=0QJ(77DUZ:S8?
QE:P,TD: Q/L5(W"W>9|<)>7N023KK85>U1K
M=|7MBB8.&X:W|#)=5.Q'<;?
E*DUL&3\$UX+//=#+#CS|29KKK,X089SD.8FB2%
M%/QQ8UAS
UY,KQY5IJX|F=5<#DSSZ/S1GW4N&!.8BY@R74>&-
:V#ZL'DBCK3 M/9S>6>U:<%E!:9Y0,W/Y/5C#KK

F+T;W C1+9^<>WYDDJQ58\$L&_ZB(I8W|O
MU\$VTF5"7K())'^),"\$WJ71)O'1/7;4R"1H\0X0,B,":)8I
M5\YI(\L2VV_@IO(GT6XL61^Z.0=V=9FH_JJS^X9)FL
AW 1J<>MQW68BUC&T<:300|&BF|D?
L;;6"IG"8IZ192=>^#SEXX:_=&7WVU*7GJ
M.'>%=XPZUW AHW-
083P/;,6;.>AX:I4L*8U9=&W^9AB;3JK7Q|B*24|P.E3I
M<),LSJ|WP7)/\IB3GR%/56@Z1>O:8#\$R'+Q"W@\$K
MKN9_C|KPM.MM,-Q.2>EM\$D7 L8SM^
I*DE+\$<)*T!I%?
1HQ+|Q3VHW9XKL:FP6M9TXR4N:1
MI427L@(1#:>KX28K4356EZWTH|@(OJ1W!.K/0'2C
M0%H,_5A&%%31%M?XRMA2|0WD2H:P4 A-
QZLWGA_84D2S!^(9R* MT&0RO)H\6NW1-
!M)DL2P?=V#.*?8%TP+ABB80PN#)U((9.T?H7\$C-
!L5LFU MLCDBK|
|K69G\$V%IDE\$)#E4+SK99"%T5(I^L|EY.=.1&%C05(
<)N6B!*R5:/'OC@1SJ@;SKI7+S-90X
M|6@,W5@G|BZB^HMD+IWE+A&
N\3%KH2EG0VJ-6Q*?.ZQ1XHA02G\$4/Z.#"D
MWU&|#9>:0"(/!YAZ42K)^)ZV|
SB|IL',^K/%.8.0,I*S8>|OY@=!C_+:X3
ME=YQ(>6*!C;>OKDD(9(5+9^%GK/(85MW./38
EKAQE+*OE)(S<=*\$GN| 80%-
%D1>3'MHI%S|1*&SS
M91*.,CUZ7CP#=#V1G&"S"^|<'BO ^?
OT:7_&/X^#5T<7Q6%!HG>H6%)!ZN#B|
M;3%&U,46T!69=V0LPU*HNUVGW)_=#
("!:-4A1)9'4AF,/F6(E>X"_=>^)<7*# M|" \$
"P7|M.DO^D'7>-
O^AI8#'=|;H_-90C1.B*1@H7ML7OF59N7+|MXR|J|Y
MDFEC1?.>E"V>'M*V8YGUT*3CD_T"*AW?
O/OC^.STY/1-|/;HGZ-0=(1BHWD* M_2D@)C2CI/"
3|XQBQC/2,=YJ@%G8%#5G=E,%H|D"T4|G#.@;QZ|
I-GHNX M792!RK+"JO+-= %(Z5^|!|KMXY?

M!2_^.WCQ|NCL%:KY5R=G<'K?
G9T_#XY@;M+@URF
M?:EM\?;=BZ.WP\$4A%)P|=MQ M|-N'%^?OWUU,|;
(|_
K%4^/*TU?.33UO|KN(=)%/FY'JIR'WV61O1*GCP0^/
MZ>WS/?
OR@J9|_HTG8'\P;R^O?:P19.^)8F^%I#\$X\$|I_^(_',A,=
M;SS_S^O?_|#ZE3<\$NJ\$HPL|!P?Y?<;/B5UC)%-#?
UYDJ)O_OYZ_39UHK@SJU
M=E: ^2%IM|ZO_H4H"E+W,ETNL8J(\$|Q?/Q'8>UN-
/JT2B>O3FC^;%AR6B3O-@
MF7,E6P:R*+A185\$&.S_) / ^XJHCXK"/3D5MMQN\$?
W?:/VS,F/M<8!93IRP|\$J1XVZWH9HMO,X
^M@)N3AC#;V "T+J)%6!+W M W::Y+
&V+X5KPL*PM&3U N\$,NR/=!=H<=7I!CN|,Q;%X>-
FHG|7 M0-
'%7X:,F^M?!>3(%R+MAL;AZ%=,E5=N:S?
L3*7YM2XU|W;Z+6P75#AJ^D2| M5:EZ0DN94)=?
NOU&)NWMC+63X<.V^K,"UHOA!GEF|#\$E|8LP,1>|
(G9Z2G.T MW4M?GQ9J&289@5"
[VP*:AB%BHFLT\$3|F>>-@5X(S|,WYYNK=O?
@_ ;+PU7I7I>*M 2| %Q.J,'S3*;N M*BD3GO?G^M?
R(_A5|&--?OIE|]G/?W5S:+('=1+MQRKNN?
39P=Y/S^YR*?RC M:(Y1?X-
DX976"8>A:E<"A+4I(X+
MR2WR#WNRAD_N3_I^<4:MEU PBYAX!UR94WT:
[EW&]CT=,VK^R3NV9]?+6';L
MH|NL%4_C|BW7YT|E0P>AB=DU@=_U-
'E5:7L_P^WO|WRY,G%_ [V!?US.8(KC|
M6='|P5GT+=K_Y_XOV(' [Z^3^|CVWU-\$?;|9&O?S-
JW6N)_ '3SNYW\$_C_MY M4
;_0|C2WW62UNUJ^"|Z*H|Q%- %V1TGT;2&91#7
MJIFXL!?'*I2ZA>+>Y@)| M#C'LHPP O|-J%6?=-^N.
MH-SWHP).OV:B;V3GNWE:J)46@/ZA(;^9F(8".)
M,VV&.HESL*10/C<"80Z>>6|_U'4-

GRQN=)5KO+J8/+CFVVH&.67+TT/_6VL
M1=FRG;C!LLZ-*K(GP\QD_AYF&2?
\$=%I|@TG,NY@ZNK|Z 6Z1G7#RPX6;8,24
MK>'K;=L|FIW33W\$N:46?!VW YUU
*EVIXZF?|L1180LA:J4&0|=M>>2.C7|) M?88U-
=^1)AGF';F=BC7Q,CZR54^D(!.684QM MJ&"?4/H!
(O+W9S=K:I%'I>PO9'_SK0/A\NDKPLSX|_"
|&,0+93;4SRA4G@: M)*
(/5I7;OL7;M8?,VY3,\$=RSQ\$UN"#(:|5+01!&Q'
M=W="7-ZRB;A;:IPF:I5N=I-
^GCEUXH_D*X50CN*CHFXEW!:FP*LS-4^0=0ED M
CZI?0=*.)D-A" MJ35*Z?1#,81-7?-
(\PT3WARQS"A%&SP>IR"4Y@PIR8NHQA4R4L3((Q?
MN,HC:5J#.T&S*<#;|,B_|A-;."^RU5%7=VY&U?
CR;C?N-T;:Z|5>,,^)A\$T M-+>5O@IO'-
|TGXRI):^GZ6U\$4YPYB18YM8"
|H8Z\$UT;3!\$_ #FQ6F:8BK8LM&X+HJZV4X8-
NXR*9\$9C
M#BTZSDAUZ4)OQX,;YNI.!W2&>T7C'S,X-
'J76+"W9X!PYQH^| 1.&D+F<889-
I!>\$Y)2\$WE:/'9'7X4X0N M|@5:G%NA6?+[SQP2.4>
(('*(%?HCUX-HP)E.;\$T\$M@AQW9.PT901FDO=/1Q|
MK:E7@^->|#O;:3N?)MV88>G?*':A-
RS1LC7<|3,4|J3' |+.@?UT,|%WF\,0
MW2:#NB&7TT//TN0+_C4O7/BK_.FTI=
2A2U9";X)!PV+J9U_3_0LT_O*J3.S MS&,);;V&
(2FTMH)IOV@BV?IRKRE;;K1?4I4JG0?
M3H4MLY\$4!9\$5SDJX#SX6
M/@Y3M7Z9NSH<^MT-IAN42,[W2V36*SZ>,?)
|3H'IAI;&R1Y7:8W MNVR&&\$/'@4(ZQA\$;=-.&0-
47.7V6FF?)!/#=CB;;8M2%\$479KW|@"T&CH#L_
M>L|SQIZGS(RU0GW|U>F&F1E>MUA?
/CH|&>%QM>|.CCIDA-
BA9;\$M"O/NWY,!X'89NO|8V#_JD,PZ|E1L7|L,,!*K
MIG3W6<*.;)YYTRQ/,K/NM9R5I!A|K7B5L"KF<^IO!|

Z55DVA1Y MZ.HI_=P76!TM9)M;AF'F*G/
Z,WF;EPLP1,Z;6Z6CIU"#2/=##=@2I(TM:90%
MM6,36"CE#!+-7A5K"Y:L-#-
WLJ7U2F#ST.;VYE4I%&[FAAG."T3S3LKW*J|H
MF:J;1SFFM/\$>|;*TV D3AMO\$C&X|=JD63'SI:-MON?
F(\R+&U4HB+I|-;"BHZ MRP\L"6>36|=-
A1L\$O?,G7,S#^,N#U^|)4 M?
D^F>\$SG#_N,K4_G/V3C,IP,WI1YQ6BX5XAAW\$K|Q6
& M"T#K'=TEPGXN.:0%SR';W:N1;F2D|%-3=4D-
3C!W@<641 @#'D1*<7@.F(: M\H+Q'#P)EC
CB|*&7S7PE%X K|7N<@?J,)EK\$VSP6-
2'?9GVW/F367HPSWX MMO@5>5'4%P=-L<
M\$979'DPY|97^)H124MN|C+&J88O
M5G!GO@SKC<(#/U>)A'@?O0.P=BBXZ!HU4;C?
TX\$\$Z\$K&MMZ|OT+R60S.&)=0K(8L1NT\#STA<-
#>CN_LL,K9R= @0XP;#)9G8N4\$^Z|B:
MM!*,4KK,KE2ZW*^:|*8OG=:.N|IW5*##W?
1GPTS#77BM2"\$,;-9WF,BE6NE
M3S&)=*G16KI|\$JXIPN)F+4N;!S>.W5YEA-2P6?
|&1:*7E/5|^J|R:U78YK4^ MMM3E2#X7.,
<3<.\$;V(R7X8J8*?^ -J %Z/N'/X#4,/:Z;I\LG5:50^""
[M08"?X@9K3=GS6L*=-;' MH&
(SI0B)89'GUL),QFV*\$ABIJ+76LR=/'M_V#O?"TXP|X
M.@|^>5G0F7KI@_ ;0_ ^,KS
(\F<065Z@R!1<&'F!HN*:RD8,TTES#_"B)XKJ
M7M!9;4,S|SKE_JQU6ED|:5M8Y==@6X2?
@C"^2LJ|**4%JY:5^!4|C|@VJY2G.NL&&YP!_
M55@|:./^8E=&8>FG"FWL9?
*Y,F:#"40CWH(++T9S:_3'G,'R|YU:I|HT5PW
MB8(8\$QV2Y:1/;NQ/6BOH)C*>
<,4(3B/^F()JO_>N5YP!2)8(ECA,0TNDSDV M"-
'89=? FNC*E&;JAVPI# *I76R6I_13(\$)D3DQ
0H^.&W@Y3\$;S!B/@, 1 M\$#@E
NL@9ZE#VE15*!)GJ|NLYOT|LWCMJF M|DUW(6*A\$
Q81,AW,/>SV_+TI_MX;VV#J/PH|K:X!-* M#)O|

!JL"T9A;I 9#MVB:XQN[,;=#VLT@YH:8=*2C|Y-8"
_MO9",H'!?43N)B\00_G?@F./(\$GA|+7BGR9 *7*W
MM6!=%?TT#BZ=
[C:T;@EG&CMM2OS29,L5ZXD2^"*'!4-S?
F@ZBD@8LMQ2>#+9 M''H\|7N*[8H\6MTT:WD;8D7
N<+HRW=^M*Z,7^A9.8|'P>=\$B44))P.*P3D.2
MJ;BW0:+#_GO-6X|VL!^>*UW
0>>FL.W(D7+N7W61E#'SGS79LCY_/^>\$LUHB
ME8Q\QGD9(QTG+68TY)S"E,;ZL9#UM0
M011WRE+D|"F).Q#SJ\$0 &TR| % 97>0H"!9-^?%?
W.SA.<4@;E;Z3?=PR ';R M/JCP3"W"=-
I@<4\$|139E:,YA#OI46PJ8_X39F@BA7^>B>G2KR*O
MU,IL=#TIZY4JW.CFWOZS?>=_!U^;*=E,\$LX
@TS"E-RX2RZZ|'&<#L"QN=A
M|!F6#AT2RD5^#=#*5B%-#29YW*.|OI)D/?H9AS)-
(%3,;S |E.X8AU^":H%MVM%
(DC|9@VW=I3\$UR00"/*6,\$+|4D@H9VUO(G:TDHT8-
<|;M; M.\$CIB^Y+S 2PR!=7DX
RPMS=G073G5AXZ#+|E"SK)7_A|LBD3X)Y%I1/G8?
L M0+!M=|TG>IN660&)%A,V3Z'F-7.
T:\$R5Z)'Q3Z79BX.7%H\|5'_%^:ZBV68 MFN
#:862^/I(EX+YCMGN*E5:U|!803=<@?
3FVY/PF^A0\$P-8<%@M+E@Y#%H+
MEDI|M.|@I":1V"*0!26Z%6"W-G-::)CZ/?
*B.2TI\$/LQMOMR66 G,N!B0H/LSYE|.6-+,@ |OS
MK-780HB_6LR'C38S%F+BNY19JRD3\D\$|MW,4:
(|:NC3@SL3E'F*!2*:UU-&MCU? 3;5TF!/A%B2+#
|_ ^+PNR5@G.Y)3?*=MPMA|.L9W2TBI'3F?
ATE:/ "92/R M>>HV?
W4|@49I)^USW3GTSE7:7'&6F1"KW#YKWY^QY@@
M<6.FJFLEG9=)TZDV"WEW_1%%S4L58R2.PEG8@_1
%(-K>((I@H|O|Q8TTZ.+PUGILK9OR
MGW)4DX)LTK| %PCY@U#U_|"&Q-
A%P7MQR/G1L#PX1|DR:J|OB51B=Z'SMQ>+J|Y>|8
MA67UZ/= -/D!E32H!&ELW|3QLC3NG-J%Y

6SF\$+=OTI"VYAW<*&F?E;WT<|H
MS.?/31^Y0M2)+W 6:A1<,G\$*)ZZO|
VOJ/52:RTK0%|CJ'##*?^)G5|2"\$25,MB,I\$-
U)UF1X*M4K#2/"**J/>,KJ'4N&ACA|H|RIRGV\$
%;=A0F2E M@++()-"-?3K=8>-E>|R?-
TZUQ8Y/*J4=|,E7 =/O-T'VZ#;(Y>2'%HLD6=UQ
M:T&|2,>^P|G7ID-8&IR* @1-,I6|E(R
J\$'#9I2U=2|S:1(TA^#^:!!&IV
>48O9=@T&HN9Y32J#ACU1*(,2C
M49A&U'Q0A%B) #FN/8)W0!8O<4|=ME+\$V6!T6,?
Q":RY"O%9"TD(5K2J=
MVU;C%=O@);P)@O+UHQ|H|DQ8LXF-
:/;2YVU.M/OJ#" ,05(IBB\$@)B\$|TB":3 M!(-
'S)J6BQ'6R8"Z'.7\$OR8_))|H|U(V
T<6>5XI6D|+V*5CR+,A5S++^5?-
M.1|A+2.L982UW#^LY6#
ZS?"6@8@1L;^9|H>OWYLZ%=E44RXON&2"O4XZA,6
5>)3B*VMQ5C/+QZL2^GWM|H|,>X7H15
MF7/!DJ;RRPLN!@|K:J6 -1)2F9;!QDQB|?Q1W,)V1N?
=EIXXK(|F7D|Z^)=)D2FB"(ATNM,#?FBN
)NB:YQ6(;YQ|63APT)RVU*B".ED
M(4P)!,8J: ^8A0>=5"G'E;3(NVR\$652|CBZ=4&85;O*!
M>R<(|:7P|X3\$C:MCNZQXB"?
AL6_ ^K*V_,=Y\$&!TNG+K.BX|DF| 5Q|7
>U"M5'1C7(X"RZ,5O\$.Z|@|%,B4T%<^I+X!^>T
MRQ9>T+)#Y&MZ,RID@_ O4;4XHGP1
W<)3()9,!S,.Y?36\$1|L'O6WN2#6P<\$P
M(7|'*X1F)9^&UK>(|:O2> 6P#=#^D^0Q.RHGA#O?
VY9%G,'N1A! ?HQ3.%P6WI(F/47@1,|N|@
MK_ *K+A*F0J\$LJKA"EK@5^ =|CX1F\$)-CUN@U
W#:P>#0N_ I^3!T/J/%B|USH
M3O6,.O9(FZ|51P:ZQK8A07"J<|6AT_ ZEZ?
C;&D3B|EE V8X='(RDYR8T|/%2 MMZW"/OTZ^DT'-
M#6R =)XG42+D%60_99>((P;QR&|SW2Q'SD*
'G5JDJW(D,E=68+K1..1:NL:"/#/5|FYO"4L+* M|9_.?</p></div>

4!CEX(UL(T*C!>#"JRYD*04G)2" 39N(3)\$L1#ZE
M^A9A2>8PFG-\$U<2.CD% 5\$-=S#!\LQ?
M!BQ8N/@_,5DTX|P:S-34^R%&*F;DL#C-
5H3:WB:7HK0N,<'CH?R:5M+O8-*
MJU.7JJHQ)C;S+U*0!GK\XJ
ML.2|!QFNN+G",L947ZJS@. A+O/L6H5IM6B-
29X8_O75|>P9S6)=;@ "YR_P8LT)?JEF':SIO:E4|25
M/6:D)V'EI>R\GX<8S%1E)XE8AYL)
[%FQ7XM75(N|B!MQN#?+'9G7*S6W!F*
M"GQ"9&D|A>WK=G\$#<--=
<|ORIJS4TN.38U*X),,*|\Z^IB'*I"*67%DL|FM
MGS|RT_MDH&21+TG4FECRQB/B72#2S@Q6'|FP@:
J3E,O!/JDE MJUR!
[,;"0Q1UAS+@SQIVR|Q@#4W)&*E'1Y%W--
TEM3SUSH?'J.0UX"\$JQ#L@ MM<6=U0Y)@&
M8^@&)T11NR7-B|^/7PZA77'>2
!S2@EW+NUC6@3L|#7+XQM:5|.=\EDE+I4T
MG82#Y|)&1JD*B2S"J&|QIO&-
C|\$MET8#:BQ;ISR'@N/9+6 3,:/9R!3L=P
ME*_50:5U6|Y-->QRSK8Z R5E7R-?'CD7JO*X;|S393
KL#5,
5|EZ7LS9YR7A_F#.2G2L@3^STJ3+=IO"K@5T
:*TI=;#&>.ZBB>WY:~/T;&40!U2
MCRH8ZRRALEUO3&CD(X=<,YR@DY-|(/A&
<(_|<|U<+LG=,DG2I+Z@MO.R|WG
MX Y&;,@,M@CEA0KC@H@C)=#@#,
[;@D&|9_!C|'A8?5142>T9%|3-
N8MQ;H2\$*08ZI/5F)S%PE,[? *X8!@WW'MGR/CF05.
(@/[TDG M |L=W+4?/0KBE1!'|G:T-84N5\$A=Y!|5T?
I2Q|WUGQ0;1 7B!E *K/ #F=S3
M># '7C=VH@M,Y|,VI*-Q-) +;8DG=22#N)1
H_OU'2UWX|W7W=A\$NF.M(#JE*A M'O-
BH)A;D0:;!FKQ#J\$WA!O*B.]]^%|_ =|%%
[EQLLB^DHTH,G8|8(&<^6J"I M*;CT3&#C5T@I%!
<:T0#"LG7J|->ETVE2FZB\CV |8?

J%A)TVS01ZHPNM3)?G
M\$+M6SETGVZ6I<)26F\LJ)W#^WE+M:7/GLJX#
>!:W\$)YN4AFXGQ\$J/O2U'@)MI)>9+6,>4-*
/|=H\$[84A*HS+-;[*L5UJ22"EYMM;&P)S
HU#"2<9>V0J,S0E M35"QZ3B:ZOEJWYJ3?
S=N&&+JG\$BI=@,+E\$H_A,Q#W QJ*ZS7K\$I6*WB,
M62A/0S\$BHK#6XU@ZYQ33))3S\$CN\$!+WW\$\$6(K6
Q2@4>207'
MNK0<45\25=6OZ\W5#:9RZ#EVG+K|\$OC#X>8=H
=0A*(-M0(R,S20055YV>5!M;X^3M/T^!/?
8(03/4NA9N\$\$0B>-IT=&T&RV-CGEPNR! K
M5["AFP59\HG85HR3NU*'JS/:8U?
69(8.FG^|X\IKA)Z0)"/4\$&,(?4U);P=L7^NVM
M2^ZC.#[3XQ-=)Y5<@&XOE'R.Q,X-?
\$1&27^"Y=90):6FJXT+"UV:#HNS=0H/H6)1'S@R2\$(
M3G+):IQ3LR /'7@YW=XG0?7=|>=,9|,|NQG@7Q-
XR4|>,E6)*7UFLG(!Y"@;N(6|=EWNK=TKXD31@K
MX+@H8"-
P\$W=::I#,WLJYT551F(TIF3!@A\$Z*Q.V\$S;0!>9*G(AC
MFM6\CO'M0\$4P9ZUBBG^"(D':[2JX!
(V.&0D).89N_T8\$79%\$?Y.#ZC@CS":S
MA3G32@'*XDJ:.' 8 MMX"BHLLV1OF#)XTZ[2098X-
XVY:.4G3_G+)2:B M\$^%E6\HM8YL\|F|LM,^_7E
^N:W#R_.W|^|F 8GIR|W,!?!@YF(%S?/?_C^
M|_DV8#VP@|7R\$7=RR+|
'=_HQ0_,15FG*D5)&QQ:IV4!X@4?1&WS;;6P2*-
XHFJ6M7(H?%M>/:&(GH\5ATD+|\$_'6>2QY%B7Y?
MJ3|>5Q?ST(|*T0K/_|A T=^4.Y&1|&0G*#H|;YG?
#=PL\CRN/*9^&2R_F\$
M.^M.=/(;F:'ONC'&K/.8=1ZSSO>?
=7XVX/4;L|X#\$"/;GW5N>G=?=|/|<>.&=
M8KW/OG""CMZ_/SY]=?
*_OZT%^.TFYQZFX,W;=R^.WF)0Y/CTXN2/X^#\XMM
M_PS>0;|X>7<:.'+TY.S|^';|Y^ZSXQ^MW9|'Q|^_?
0000X^-S_.##Z:OCL^#B MM^/#Z|

5T_VGSQKW.KTE?.4|V^/3K_MK
*!GT9KBB\$ _6_TFLG!KA'#. *LK
M"HEZL5MTD35%OU-JPIG,I:%?
1L@N>|SB&2^|7*G#|GS'GA1;%.|O#GT ?|O
M'\$^XY|W|S5?
HPD217K;XUK=BANXCW*9/L6"TRUN;IU!&CRO=>I-
DOW!F4| M=UYJX|0=A"4#%HC"@^H
B,-3"+LFAF3*4G5(KT" _3Z4|
M(|B_BO)+EJ'>P""0W*3|,>=4#R&)DRU#MGI3GNE7
|B!F M(L!
(:R)T^)T|9C;9H66K3O(WEW7(+J|+>;^J|.Z;CW2|%N
MC:U7TA D%FI8.P1ML09:VL>A(H@/=UA8|1B61+ _'
MII\INVF#^DB*^+U_I;Q%GB\$C0|O/*H"07FY
A.*_AS!OC.JD2I5"1:RC*O"TXM^DN#8039@
M>X!JXL26'DY;R|XRQY".5&7\$|P!_C'OVCC?
>.)%2I5"-2U6:NH#I7W_6+6|U\$6"#50+-
MAVD#4E565N;*=7G6|QBD;=H\$DIN>" ,O L60<, J-
:>+H\$&CK5(O\$V%P\$QF"3
MZ4OTDOT^WM78YQLF!PDL+Y.X108=.SE/:2EN;
C6#\$30*0H+@UUA C:%
M)VSA"8^E=/IHx0D_#OC|;>\$) S
CFP|/N\$^5UCN#\$|I6KNZ_>Q<=G'XZ.3|I
M/OH8G7XZ_WA|>\$35=B14'\$='G|Y./QSMGT2?
3HY/3|R?CPY.3T|?'Q|\$^V=' M^V,J0,-'SH|.H|?
G_Q^>/I^HV*J|S;?
AZI2T8A7KH/Z"L6""P3"^WSI3BTER47.|F|4SAG\$-
&47 MX|JB%KYP6R<0U\3ELQD0XT!.,?
%7\$>:/B%RK\$@'M:'\V2U),|S@9'J*| \$OV%9ZL|H
ME*::- "EH08;4L44DIW.L,W6);::<&NH4'F=>
(;+;Z5V|PW+G;C1MLW.E-&Y><"0)O3%PZ5)@T?
TN0 M|A|6.J|:*CQ|U,4E2=2_>W?
KK4!@|V4+!,Z3N6K-#LR
M;LPI5^|(^Y21W2'UNI+U.TI-
:G"&T:EYU?|R108R!NW+C.A>A*)TZ68Z=)?B
M|EDV49C82C06R1NJ&LW'-

P00L\C10@KQYF"]K+TNXZT92Q>YKBN\$F*N|YPJ
MUDZIL&._||#EW/R\AA>%UI
*HTB)LD0%)WJSEVTN+N:&^5-JE=:ZW;Q"W>F#
MM*(@)LZC8L5N^3EYGP7K=[^\$<^-
P23H/Z|3LJD"HQ?\R?R*MA
@JC^K)5|2A&;^:"UV#G(&6_Z=#H*M1EI'QYH2&-3-
+2&Q/=Q|9T\$|S&W|9CK.<3_T6";LUE
J<"KQ"SG|N=*+#+-M2")E;
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O?"EQH:X<>@\$_RC5H M6K-
XN:DJM=44F.8E3,\|VHEN281.^V|^.@!
XB"|A:24\|J|E,8;1<2+00N" MZ)?
+/(6C!1<),9AT('/C7#,J0"|368\$E50HJZXO:UB58!/_F?
6Z|F/GHS%>Q MM8>8"3|X YNJ*F'--
%%*"R|'0|S@7J"53?O"K6W FY6+-BZ1#9>.*@
GF%E*R
M95QNR|L63QNV&I+1H6O=I@OPM/|8RL3(?
K\$|Y6^Q92B(_?NFI=_W4'T>S_J
M75CT>X3.1+:8U\$=JJY1G|@5|:.*?
NV|#H\$8>>VZ%YSX\$R++/NI;+::!M#SB0VB M/|S*W
QZ^PX##?682LG;9O=M-7E;37Z0W WY_VVKR
,S(XZLF#SY;&8^>M?
5H2+IY#67\$*/97;=@6H8*7FZ0CQ"I6P45_T=,.\$VU!-
LTXE.B:\$J+49<-#
MQ6Q79O,\$7FPJHY'(|#J:S5!'|;"AXU-TX89,HA6"
|*"J|\$B8!SF>NZ8;F\$4Y MY
+&O|4SD#>AJ,>13F@:L_RJE3U;E7EIL\;Z;:-
^+">!5I_&XV?|/#%5;*)2:D|
(4/%D|M_V*5VGI)4Z\$R9Z MO(NP9YB;'F>\$(# 3?
#3:3U4@\$4X++@G*LMD16:G)|L8J9
M.8;N'34B40#0TCET EY5\+5C"@E4+S=.40<5|_6REz
%W|& M=Q@VG52/"N4?
M9|HZ0,S/P^7|G50B^2|H7G7+N7A5JTS466|E+
(V@R|/|:-M,&3KV;CKJ4E^J5O=C|N5/H25?
@|K*0CM#0U|)WS'NG0M.O6PZD9A.W(6U65I

M9)%BDQ5A/1CI\;/=6M;LA;|RNC33Z3AL%L|Q.Y\$|/W
M%U15|_!&C|=ZMU)VQ=JV%;H*+Q1
TT*HTVH1G97X;._YFP@=F\$W,M%|JGD^+M-^XC
E@2J+/_^(/HC|T\$O?=ME+*9|
M>SQ|IR1=)TW:|KT_XKR)RS=&
|/15=.RL|#9_LN|/27!)^3L+)**6WZ(I.H&M?
JK(:.Y0)8L4VN@<8>@QGIQY@F0MC:^Q:AL>BI)0-
=G'4*2U_ZYP:I78"S'5MUG?B5&8PH)F:
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^3M%Y|E2VO5AMV@R^L%K!8;W"%/|JX)W@9A(YX
KFQP);SCLZ-W^R>'6T3:%I\$VM'+3,HT6D_33@|
|=%I W C&P1:8|X%-
R04.E06L|#CAP(J8H,J,KQ|B_'N=7
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VE@6XU6=M^X)9&+:5Y==K*XFQO:
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|O9S,..P6MC3,..)V7G:HX9=G')Z|OP?
G_;;?'?|V?'2X0D_1DT^L)Q^7.7A1Q|FTTVD#ST!PP&K
M3+Q|/A|/92:>X?
|&5'+^_WY|_P=6+W|G(I5#5>G__^ZOXN:
|/W=CN@?_"FCLM)C_X'|JD%-
L!"9%-.6@/YN'|C^DKW(A-?@5'7Y:)8.!HXJ/>T\$>
CW|MV|V MW|SYZ2_|\$!B)9-
7;GW;W7K_Z2|.?'|PLW;?-LG|'-
^+Z%JKHNRU6_Y\$R=SU
M3|3+&YV|X2ZG#W51UBJSJI#2:ZXW^VT!W'0G'_':1
MX+B&##5H1:/DM!5#K2HUG8NJ';SLS1%^-
VTMZW_7J.^X RYY72XQ7L/&Q W M8|K-F-<_|Z-
QP|YMSN*5FM0 YM T\$!&=8ILJ\$:F*8VDH0QO_+|S-
F6A_OPUA MMI\$>I2ZFP'L=M|^4WTK6 MF_YH?
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O=VOS0|/|.1(EJ?AF_V('F&=KI/:
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T\JB^I9:G?&MXY+MO" _6P]&)O@>=/?FD_+
MA^!3L:V*TK5 _'GW\9N _ ^+5:68.F6/M#%?=_\/?7>
[H^O; _-5^\$?1'*.I'./^ MZ-
Q#5 _"X7*1^RZ5J_ \$5'I;G _7!;J!\$;P-%-F74\$89:9C?=?
9L/&WH1T;CZ.=X?
\$^V3TT:GQM2\/+7!;M#!NU#MOM#'J&,,M-
QK9L59 _?E6"M4!8< _^FQSEA3>
M),M1S0,A2W6*DHF L*(\$Y?
#^)3KW\$)B'>+X1'=UQCIV\4"X)\,@00%!D005?7
M7R?!
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M:UGSV\N=5&2-O)&M?"[HC;Z-VEC5V^!JNBK*'2H
%PB'0\$(*&#JUNT _M>156 M@'N/%%
(4Q\O"U^PSHG'R\|=7*.K='A&
5OV4HI#1MT\$1MU8#@P/3I#Z9.;"BC
M3ZX;.*+PH&7S:F\SU \$<' \0URS0\$|\@T->\$|
(R#43*8"%A8I)/ +6262D>^5J MWNIF/0E8WLB
@J)AJIRSJ# =F7P@P!%^>J.QS-
)UKA.L8Z>,D@T59,P _#%%\$.
M1L>KM6I _9=Z/9.8Q/HI\$3/"Y<8/@,85=@3P52
X!7RHK958X _CV _@GV)CM\ (MXW D'Y%(A"
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;V=ZEDP3AWJE\ M!6)?
+K305.C,\A%QXR&G!KPEAE(QJ@E _;8ACEHB%9^PV\
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7:>IRS+H<'&Q*ND=MKSC;0HC1'+C'JTWI: ^'?T-
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MQ/@?UU.]F1(2KB(#:_LNI0!IF#\$D9WG"G:++?
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LQK+JX0*&LJF:_((Q 8MIV!2E3J=N8^3*1"Q
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M;ZN 6JZV;3GPGI_TU8L!O|M;JO:CW\$=_;
(!Y:Q,RML39%T|Y1,TTKW.W,-
&KBMQU\+012#LV@R. MD&"BN"(?:G0RC>GCH?
=?
9RG6XG"8W,W5J/K^XI4MG7N/7LD%^P4V3/*'CIN?5
MX7;A)0-OKA65-
/P|)'630ACP[0W2"+QC4U:B/IK|=P903IY\$Y,|_IST%:
FM M%:HJPT9NBU\0S3N%LI=Y1;5YV,L8S,5>?
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<|C<<(F##\$9BE;)ROURK.JMRO62I5C#7N+"|B6HW
&@U_> MAXRV.428U\$:N:J%W9&ML#;
(7K;@G""*/VYNS+G?
JC*C*=*2A4/3DDKLQN15^%EM(9F9DNOH&TS\$V
04|!(Q /&= MP 90E<-']S|&=S\$O=[\$:08!Y6]L11?
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+."*_ - U60%8=[5G, JMHLR
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;="/,RM<\$IOR|L0&|0-0%.5SI?,:WT M5\$3-
N]*WONG|I:2BW3RQ20LZ,-X-
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(@GFS@5RI^UJ4XTPQFE:E\FE7E4'6)':#J/3
MT@M/!R/UM@4,;
\$#CQRH0;J.W%TD5_J0CQ_|E3G/33)04'6
M*2I052N_TH7|1*-9P|=*, 'S'+WR|RO%7^A"

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+Q%CH;E.;UHZ30RV MR;"W/&-
P\$1C(#ZVUD(Q@<)^1)"#P5R@N*AC,#I84=E\HM88
MEYJ0M8ZCEH4',AM@/L.3!D_/9\EW=.S):
M|T@K2M>ZDQ?
7+::4CD7C]:NC7|)ZZ:9C/#\$VL#FHNIG!=.MQF+)D|
M55"5#;M+L\$N_DK\YEV
<#"X+CGE_ZIQ1X5ZCH'T#ATRFJ.OA/(JA%B\$&#MU
M#0G'D'_7%F>_",S-7ZH(K?
^R/\$4T,|AOIK.3+&Z*8AE\C7\$/*\$!SEAAfAY93; M-<
7-|X@L6Y<2G|\$ZVD-M4|K*8A+1;L>
|+Y#XA:=WSJ11 9W|JOH,D_!H"C4 M5U6R|NW?
8#O%BA8J_4W6</;^|8.|N|O M+0T-
C>T68LX'G\$7_?;0Q+)Z!""?
E^PJ|#7SVVHWE^!=:5&+J4,+%V'-S*YK'W MWL
P9LE4VWxEF^_0T31|DT(B;3/)H?19(^,T< M-
8_QM!)#RK,%&P!!4,I=SY:0,'+;^_+!:|@|49D*
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@9#>|)<_^.@7/"|&)\$L=.0J%G-?,?D/-
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7A8+7)) M<7I,M%-J_=D|@_6VTWRJ*-
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|H2?QGF2C|15.D&
MR_8|UK;7NMK_>BWZ!.R,K|9X|0018X|!*"00VFIQ4|
MEJC_D)1S.(I-&2QQT%GQ8L'I)-
BQJWMBL0R.QHP6S-AB:% 6)8\|)W0Z_!&-!
MT799@|WA?WK=D1WU\$G<2-KMU6|()^!-

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[0(1KX9S/K";+02.AR*6D
M4>1T8XYM+#@0UDV:Z+KC4P8S%_S:RQK0Y5VW€
?]/1,SRCX4@0.;OF M\$2^0QH3]R+YA3FDFZ'MET
ND%SIEM#9=,
MG,:)Z_ (IW71V)@);7H#YCF"5*5N+O[LD"1JT,
H/\$Z,CA7%= %G/FJ-#+5\$T% M1: ^U&9%O#?
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MWJ./_2R5(WV?]?
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WY_VQKJVHW(4&JHCQ?80?=B
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^3E^T>OWI>0|#|C+|00F!=J.U;8S*6,T M22.8|/?
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@|33CT&V3;0N= MW_E@,TH3D+@|SZ@7?
K;9K\$,0N)|;L:P[7MNHY.|..M%*+K8&@5UH&AO*%;?
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M)HP+J>F>>M?_WLMA'A|@02?
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ZOU#2X4;YE &-Y|M':0!7Y M#N9YPL?
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B),? @>[Y6B M9GYT!26,0F""(RB'2|_ 2ZR,/IB+&BQ|
(* L8|,ZLP(|-0X^B-[KA XQ M3P=\$6-==VM'H;
=PO^;.:_*\$HZ_NM15Y1&.|#.1VD|(8_1<\$YR#. +8E
MKS+-ZX()%-XG,)F&GM<4O-5DQ|&KV&19U=:I=6|
M-^R&W6F,UBY4|W- M&1B6S7/6=D@R,@)CL26H%
(76R+N-^,XX,/@,Y4W@/I/\$5*WBR+OX4|)\$ R5(
M/%Z8.CRNNU.R6F><|J(W|HWAHGCJ4-*KN-
3,X69Y=9(%T|\$RVXXW|BC/5H"(M|ZZ&|
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NW!';*!LN@>I7!F
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17_JW&B1X8^+;B|EK,33NY"UU%8|9VD_-M4=)

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M\$I:N\MY\$QSL(9U;THYP0\$BK4T!<0IRW-?
=X85|6X^JKC(3|'\:JW6#UJ6:^S
MA'@:@C%A,@>)Y)H8U.8|(/!-XHxE-<*4D2^4DZ7?:
(":6BXW;SMBOS M=%XI";%.WLQ*9N4IF;IG#!KE&
()'D81% M8T&M"[///HEUGV)J\$QQHN(
^Z|_"K^/:NC|Z|6&-C3\$>;UHAF5"8-L,QG!S*U
M'?:"VSC"FF&XE8C&H
J6|O.\$%%Z(HC&1>5U!,L)R^QD|(QK)K ;TVIEA>85
M"BK. "#;YR7R#BT?LU".8/^|
(|*!YLKELPX,@.|Q"^_E/)E(\#'%LR|;-;91
MYS+3(\TBRB@V'IM@O3!\$C?
67QI|R5/(L":#4?'KG0V#MM|\$I82>C?*.V0|.B
MS|F3C,B52_/2S%?[T@SRN/;3\$&-
O1TJ_&WB@U/DA|\$T29I"RN7EG5;)G^
M(SJ>%7OGT(&\$)<|U1NH9,H74K6(7.W\$"|Z7X3
I9|L"?5 M#_LL #KVTP+4_T*+XEQ|6=OF1?
H3*W5JSN\HX?3=\$L|1|0PT"B: &4FP!+2 MV
8@U.@MS-,
[#R(\$%|S101&O!"|&&JS^F4H6J_OO)!-9SEU3%AF/7k
M.-3?6_3 %CVP10_ <-WK@S8#?WQ8|L'8CLD[TP"-
TZN_9\$2TO*IG5W-,>1RA^ M0-
4;JI"/F&"%,R^P""^8J.RSU5_W^59Z/1N)#QI|Q_W\N":
PX+J!D38S'&Q MA|/Q>."-C&UN1\$:)_T*?

J:2*A,=#6EJ.%C.F*OCQYG,ABGD.<:"8"7)K>:I9
ER^QEZC7%=Z!:X.84 MH8V\!-BILY)S'--
&"@5A'E^)+?P4M@EM
PW15U<.#6Q%SP+W5>W\|KM4_?# MLH'VJ1_NYG
6EL[GJ]=[X3=\$@:6^A\$H;S!/"T15NNS0U4IK6++2R)
<^'>L9 MS"@A;3YPKF0'O|(1!6GSSF3D RA.-[I;N]
|BW=[|1+H8,=SNME=%04L!#R
MNDRO^56#90|>G)I9E>BS,24C!HO03I&K6/*?
<!)!@AH+570!)SI6(R3=J'RA7@1CXXQP^+2U\$[FJ@R
0!9J:=\$KP?I_!WR42+<5X0T@3W(H"LQ(|P!B_<9PR
MKMQR*I3BY&_8|G>K2^RA2KR+PS==L<<_WA1G:
DU#[4/"T|/Q|'QR<\$:YN+%8";BK|=OGWW_YW_Y
M>D!KX=DY"@_T4L8_PM7?;,%/;! MU?OXV+;
I(2*5WSY;PY8?5+C1(G_W-
T|!%_|>GD|. @L.O_ ;412F8N!/+U^|? -VXU,DA_A6N=?
S'4?3AW?|) MP[Z207FL!VI)">|_,
<:F<+Q&M..DKBB!&F1Z,;
V=/Y>4PK7/1>6IQG!O1R? M2QR|"&!*'BWT'30L-
JA"T!SZ \$H\$#YR!N.<5_>!OZ-SFG0Y:Y.P;4/WD: S
M.UD0W>6-8BM4 ^2^N)XR=:@"W^"79_%- "P.P
C2=LBK<;<)JV+M1BZN>BA!3 M&-
>?.HOLY1AFWZM"@S<*NEN"Y@-F(\$#H-
(Q3",SL2/"G'5;!\;H45,D0!R)V
MHJX!8OL4&L>1I1YT!\$XB)1O*&/LS@O*&5)%R=/86
MV|MFSK"4QBK DHKOO;4N0!P!3%O >9F\$^'.
|I2D6:>BRT;MY >W=RSU00#ZS!G BF:Z(BHBBAD1
M)/B,%9T=?
8PK@A'QAX4|DJHD4E9V_VR33AM33U8DE(:79ABYA
%#T M< .B'G^OKB., '=:)U?E(++G4B8;M!'
@9\$)5|85M-4_ |K# :# B_P*,2IKA. MJP:9!I;--+M)KPF
LL%'M._3P?
H4U^/X3W0;|82A4:.1:SJ1MSNT%^)L[\$:6M
MD;B*R|PNN!89[NB46S:C\$VW)7=
(L5!:|H@|=H>X2EQ|/H4QZW7WO+&D*-.:9T0. M
3|QO5\$(IZYI!7=Z:LT#H\$81|3(18>Y5!@293G/&_T66

MW"WXBGAI\|U-FVUQ<=G'XZ.3|
/OH8G7XZ_WA\>\$3U/B1_&T='G|Y./QSMGT2?
3HY/3[R? MCPY.3T[?'Q|\$^V='^V,J_<% 'SH\H\|?
G_Q^>/K^^[ITWW(T?;?)/E25BCX4
MR:4"O\A/)YH*2OF-1:Z'\$JS;" + ?|P=.J.VKTK,&/UB5#
{Z4(T]-T!'"JUMG M:C%)+FKNS?
\$IE3E[D;:L/HZQ<"RT,N)ALXRH
VC;%A0,8L?|/:RVVS'&E4?|
M1N6T2":NX\B5A2="UKS(D:Y#E4&;#G[TB!F*BC!V)
M4\$[42J()RN-@J@U02|P@1L)#8]_GKD3:F;HP_
[,W6)/7(&-8('F==N-VZP M<:7I*/|
{MT!}UTZ&>J2/K;\$
MCY7\,:8UI_Y*2[Y6T@G4)MN75<-Z
X;B#I%+9653AG8]"&^RK|I\$/YLEH0W) M7Z-
HMMJ"P6Y*E@F=I_)5FAX9." :T*G?F?8LE* Z4F?
4)#YM:|ZG^Y
M#"=9@_9E1G000G&Y7!>=NDOQ|RSO(;C&SH*V,"1
M@UGZ/1+:^IR8G!>PXM";EZB|OA!
L>\$_.1_LV"VS(" ^T8\$'NR(",I*>W/\$<|6WRA*F4H1!,T)I
M^1D6/N%?^%+B0EVYTBE^E
M@M&;Q%&PAKS99Z"#<79(&*!#OA;G&NNO_?
MO,^!%7L6G?
D"PM9:&T>;5ZJI71"@0Q/+JU2_O;HVOG1ZA;0
W\$MDNARFH4|Z MB.^OJ/QG;B&%\$0:_M?
Q*|2EA32'A(CJ1|2Y>3W:1U06,\$@|;#OX6;X&""EO
M>L=|#|5W-/*CWH78ND=[2!2C2?C5WWX,3]@HE-
>VLF2|&-)2GLI_@R"\$:N: '\$'NM,:449 7 M,LL3?
4|"9KG\$;JA&|BI&GJB"#2,\$OK^XD#T.'.
{6AME7|I9@;=ZN=^Y|K41Y?:#_9/|P_W-G)@'L6V;
MW*WYH"NET3=M>W#6V:*RGZ8L8TP2&DX:59*BA
#-&>\$J=JAI.._|5.Z3B,K M+"3DVV9
MCTKW,;|-5:HI/#6X7G"R_.GIQ3:??&||D&F%"YPD-
'>5(#)RY*ZDM)K;G02W1
MGB^)^5#ERUNTNP L8N7?%TJUQQ
M#WH_2W7M?|R|<\$2W@=

<&F\DJDH\$IP65!L9HM\Y2:'%ZLQ&6.\$W='C8B&EQ7
M+D<-
D^>P2E9IL6#V>!8+,X\5!N7C\1,%KJ0Q#VWS+\$=U.
M3H%_U'JBIP\,NCIE422)36*\$
MA1ND5\+W;UDJ\$_[*6,E,I^..P\5*TUOW?8?
W\,D\O'60IA\$OQC>&"JFJ>XNCZ
M6C=72JM8O\8:,^&%IQ5B-
M9K5^Q\$FWL/7\3;@*SB;G\2\WS:7'+?3P;P25)
M:Q5_\$*D?&3AM9RF,\U\$5*#7P,Y.,?8\:=
\Z*4SQ=>&;G>\GOIM25I(QHZ5/MF
5CWY#):"6%49\IB>8\Z.B0I!U1\
(8#/_R6>LEIZ,"AHJ^_)M1K(W@IHJQ M%4W(N%M-
R,O17E+W_GPW\!M_I\#\$P>
GLXSL\$@7U\QW8!O"/?#DL<\$BS\Y" M?
28T6[X@+"&!CS2.',5)E"^=O^NT)04F+CUE3;T)A+51
9FJ*0.A\$^H&DW\OR"^8^DY"Y
M8Z&%.U:B4^_WCF!(V&4EU,%I_I^|^"S5N"-S?3?
H\GH!J\7F\I!3?-?DYC:S
M4/^@%N/X\..C=_LGAIEC/1W=J;LC!QCG2Q29T95C;\$
MN>F8(CP >/'<;14V#0Z)LQ.,;3-?
WTL:M'CRG9JZKZ>YHS'*I\$^0[IY'Z"W4:>U2=W'2)TJ
MP38V!4\[\#908+
[GSA\IP_[2P'H:S=:^<4M6\$W.>NNSD!C8WM&VXL!
M3\ (83E'O<,0F/_CO^F>1)W*8WM^G-;7ISF\|AO3F
MWH#?
WS:\N78CLOGIS0W5(7MW^M?|=J'9TB3=;J,O&A=G;
1-0\[\$S1V/+W \7VS M^^;-3ZM4HE_>:/.&.SD?
ZJ*L568#4FM,C\&81FQ)_^.?;^('W.
<[+U\L8297/KLY&X8K\$@-X8^-FW>!>W,Z-
#47V=I\I
MY4MYT"*IV33<()A%YQ\|=Y9KWOBDBTL0O@*1F5L'(
C,\$;%W"S\|=C)PUN./NN ML-
0&\$1"99\LWL>2VB9EI/ZA"P5&UG\$N+[_N4P\|
[W)#_3Z*V00=BQ\R\0(YGW0=:Q0
M/O53M2RU@6%=RA/'Q&^|0W5P*IKC+V!_;;L;Q;MX,

<,A':!"9.<,0"=DF MU1+CY3I%LV@9AGV;4J!
05:RP&,G*:P/UO/DZ_PYD XK)&@7H(S_5Z(TMD.D
MX-%J O138)9\$(N="S%L\#P-:UG1\$X=E+*S@O/V)
M+::4C? 58QGIQ:_TA>>INL[K"M[:%QW_RF_PYU>
[+^SG45<%G^BMH>'BTA;< MS[,L"&8B6+?
FD_+A^!3L:T[H^O M;_-5^\$?
1'*.IKN\$Z[ESK5_"X7,A[R^4_ \$5'-:PY-E/7HZF&8.
G+.U=:NQ0 M4ZE\%8XEBRHH:!!SF@ST5O)?
W=Z1]=3&Y%U.931ETHM+HQ"SF>S^X^NZ.:!R>
MC?,'[96@A-BQEF[SOG@J-^^5W7TZNPX)?
^:~ZU;RW;P7NV_@|O>WN7R#^&)W M|P48Q.!VS;-
NK3B.OK?U?_W_13OP?W\9W<=Z_Y|VZ?O-
T'8|;|+;VJ|G|7K> MKN?
M>MZNYT%Y^X|A27_725JUN&_&',_?
FC^8#*WVX:\$+9;X,:/U7V|1^ENT
M_A!V6!NM0V|30QY^8"YL%/HB)Z5)*75P2Z>E_FNA
|J MOAMKA2K-MF#15U:@X@3)0&H\$Q,SJ%!7^N+Y
G;^B\$F'[4+00)#6WD#::A.2< M."-
)O*>:1#O|@IJK|X2UH*3TB|!|O
S|:IAEX'-9C4*HU|5BUUH(/NY9M#=M
MK9DHQL"A4%+[N\4)@P|F^HS8K60I"6B!>Q,\$VC+
(L;5/>T<*HB*%5RE2L1F\4FX6GVCTK_7%"YFFF
M\$Y(OQ|HDHO(28.:,C\$|/I,(@4-N&&
B0B;,TJ!42VK%MS4W^5VJK)M9_.GT-
MX>.U)>RD2+!DL1G3BVU\$,8WH>L^5RBK.:+0N/7'
F|W+
MB%:T4:2HXI*+A//IW613D:!!YP:O,4):-7\$6>TX128>U
M-T>TI#,,|2Z8)\B'T-3_>&FHA1 6T-
8WY!!F8'/%BL#>M95_ |5\$#!B&X,HW* M*I9E^>
("=4NJ6| EG*D4|
[#T6G960|NZ4!7CJ,AKZM6)\ZO,@C:T(MZ+JSG*
MC!/0US'H^F_DCK/, \$XK&TT.MC.2UMPPE_ |X:24M\$.
M3CC)HUG!1YBRW%S61V1HWQH95'I%|9Z&-?|QH-
8|@^LNKO-Z>,%K&+7D6 ME&"Z,&KFLG_Q.X4JB!|H
_V'@%RG X7|^@(|M")C62.S|SH;Q3Q\$:|"R|

MVGWUZM6C7"@/:03LW',&
JY^]%'&HL1&FT_8K"2\$1!+*K*E1*1&8(VJC\|PY
MC[Z[U0.*W9Q6)"-6,"<,GO*=5HEJ%,0P=Q|FXR|
<:N'-X9@_EPY_%59%QCFM8&?8=9'C@8%_GJ&
JQ:G#WU5_"5|PGB?V"A1LQP7"S3!W@@>
|JR'OQK8|DHO_MRLC|U)
<\$|)=\$P/.*O'7,#CAD=#.:V(AE
C;N^9G,Q#'.RP#6"Q&ZXB0;D'KG M^RE"@XV?
QYRI_C+50EFK%K@4')\MV(::7AKN^|E.6R*V30%;SL
M*+A&EWXQ-A*15D>6!PF M\$0&"
<7"4(KY/=Z3GN5?
C:,+Y+=B>BX3W!>|,:KD=FVR'|=1#
(>P'F!14N3NXH) H-)=V)N(\$VZVRN/S5-53%.3T"6!-
X!N-X MXFIB1L,,1:/A8.,MC?>JBGJ*VL0MABIZ;'-
DW&8R6<@FKJ<4S6N*|YW.\$RW)/+9%=:K(GN'2!VL
(YG\$IMQ_
MU452QMR3\$20VOF:UPR^0X0G^J:UB3B,<;TJ=
(CDC;DJP<_SL,,6|)V?EZ)M> MTQ9!,- Z^ZMM.?
H1E:,?3YY6R6C06CK/*-+0L|9W_BW %-
MIZ!D9B7SBB.FM|#U;.C-X6E "N7@
DR\|VFK0'/DV(H_,ORNS2'6=U%<*#SX; M3DQ5.
<>++W56|M4A^.AP_W|EAZ1UCV61HW|JW8Q>406;
E5T M"2=61D3,? /_:#68T4+BOXFZZWE#.\(?J\$U(Q-
-A9EEP.,%"\HL'F4=42R9
M&J|YRJJGHU^%5KLU,S(#<#6;+6^&5'>:E*^-
NQJHVK)>PA'I0;!V7|Q^X?UO M|U03|= _?
H!&U^>6(R|'T1()L%F3M75KY8,81S-
M\RNPA<78^(|P?
VUG5=F\$|=X;&,4LF;::++XZ4W(IX|\$|K0>ETAT8V%67
MME+@*H4'S.A\$YU4Y|/+ ,8SYEIZ-GAYK8TO 48-
OCKT9>H^,;CT,+6X?2\!:: M0,L\$:
|4@.!6\$Y3791FOQ_3\$4+/3IBA(+|259U
O^@|/+DA|C&80JS_AH+"0!9AO^-
:NY%DX;V7X3USFG/B@W@>6W\MO)LJ-*4--CM3F
MV>B(*E%F=(>.72S39U5BC*

/89(S<+N'X+NP|1Y%.<>B&(3S|'3PJG^511PL|
<*J@3U#%=9!-6SUUEUTKG=-G26Z9IJ&,"B:E>
MW\$Q_2IU&,E69X7+R-X.IP"+
2%|F>5W",HHU!!!;)Q\$J!F2=@\$SFK6>*%83Y(
M|J13,)J%MSA-'.#1|Y*KJ&.*7
TD08|&6,L:LH>B8'G<7".:GE MM.G;
19SK6\$>77_1BV7E#FI/,*=D#+,W4V 23
VLA).S>H|A!&Q%I&=3:>F8
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GY(,,:W@0.SG_GG&>D_&,O/QTGUV
MT:E\$)T2PR|CNRZ-V&OVNYV^#PNGJ6?OR
D|%'8PX(F+G0MRA|LX9RHB98?J) M/X=*O_7(_Z3)
|/3?AGF3CN&?UP4ZU=,;)PV&#-#2%A7DBG&
+\$0|Y0^,-'5 ME9;V*7+|=)<?O4TT%J|,PZD
FW#X\$S6Z(XBJGY)5SB
M|/(ZXRBI*#UHJ|&D6PLN**V3L07/86:6=77&
<'262_DG.JK&N6S7@IP+.,;)
MX2|XWK!\$9(9|*V*3Q_P*)_P*!6"VLJZ+;,@+
/1W,5H|=69=?63Z=JI(3V>0<
MY9KCFRFB!ADYQFT:!'QT)0T.
(0BOQL6\$64WV0M0U>CO#:"58Z"VLGS31|:J/
M8Z(>\$VBK&-0I24UW=FT52U563WZ=3\$?/T
^&,T(2-4W_6=Y:S^3:M|UOU<%@
MG1(SIWNP_|Y9AD;9|VLE|'F4LW6RLF\;9ZWGL794'
MS(E! DN_ &4A|7>L&X.=_ H/(4Q4HAG\$/
KUG9*E@_!L*FA:G96D|FU;XWU MSY-
<|/:GT^Q6;Z.3M@):!)?HV|J MK|A"-
KYH5R,GDGKHQ-
5(6<|;KW0|:IE9/;U@UH#XV*HTB(^;\$E^S/P8S1J=
M|"_(@FTB"P3CQ-EC3@CE!?!>0?ZPG<-
L27_RUF2^_G, #VG|K>!G=
AY@^#%_GPSG%/O!X#S=FH|_C9YE M.2;IDP5MW!"
(%FQ?A'FH!<&UA<>IP.)K(,0-\$E2;,4KXRI@
FO0IJNVQ?7 M=AI\$6%=S594YHV&OYBS\$FA?
<=\$<,./D23\$(Z S671++P819Z^D<;Y^J"9+%

MJ*O2A!L^I!"O6X1'%>80V%F*#>0E:'1K4]+0IUFIS!/
<.G|>7 M?O.+QXU,&?
P5EUC0\$W&S4V3S+9KZ':&_K> .MX_VXK>_
M>!WO\$9IPE4DKEYCEC,'< M\$RQ;<&-)/";8/!Z8=
<7.,@1TC'>(.5|LZ;HW9\$Z;;;>PD:C9##\HSB*[D-2U
M_M0/TW3TK &OQ<")\$"
_I|_*B||B4DA08VS,J"O|""T+SRXZR+@O(^CR,T|@
M<@DCZIMH7U-"RM3!W+_>??
GSF|:4N.7@?.76>GP@5IOI@OIGIC4X
MD=GTVJZ08.>"^YH2MP6BDXGXF@PFMZ/XT?
>*4M?,ZW;H8O=N]*MVP9S[KTZ?
M;|.8>!NDKW'WB:,J|P:JO+Z_I\$|#+T-C6G2X?
\$NN^GN:3V '=2Y.04_N!V%Z MUW%ZNO.4D@U^8-
LP^Y1UH 2W0908&Y7UG<#|@|FJN,&*N
3X[WR)A"824|(NU+>WC^O"
MDC9AF|,MB)\$Z'W!&WN9T;J?8Z8YW:
M+#|2">+.PCAGGC-
IUTPNE5XWKB071()\$TG(G\$I3|*A@,=-)A)_M-3'L;-
K4> M:+0"#HL;'QY'@0,9Y|.:|?D-
0L7^P,+T27/G)|;)PLN8X5-YL^8.%S.C^"1B
MLPW#KAA:[SI@V>D\$)
<2C(>2U9Y2YE'QJW/5+QD@1=BY/+;^O.Q=M0RR34
M%T^|B7-
OH'(K)R3>L5ZU!!D#,4'SVK&.T\$(E*9=HI%G9;24/:H|
F>!F+. MTH@Q3;
#)DAH0AS4V\$ASBTM:ZU89MZN@)0[!=B*,3
T|#N6|)+J#2>IO-G_B&'*AXQ,\$|3|C^OU-
70VH/M2>0)_HP M-FZH;*\$R;J+F,2,'-S.)!FH5%*)>-
XA^)97+!&#OI9VDER.%! N/0,WK&*4
MQ)4Y)L%U&SJMUR/>.0-5>_A#9_5Z0|S?
0K!AE(+G<^&PA(A#J*F5'X|U!#)Y MU%2\$";
(->60<'OA(=I!IC%X!'AD''T3/=)\$'E*/0'L|VV2(|!HKT>
%>FR1 M'D,|?81SUJ7)IRG\$R9<-
R&33UW@/Y@5||AJ+>%X#,IMB"GB-K<9*G_%T,+|6
M4|:+. \$8E\$SC-ZX(|*M|G,0K5Z"|0E-

19!>Y0:M08XM|!./L.O?MP#\6*M8VW4;X%@AGB)C?
R)3FAM28|O74H^|!DH|A M5P&K1:P|]/9HP|J!.,|(ZN
<","Z&2JJ4XEEFY2;3!NP)^WN,8%MQS:NM++M|:
M9SJ#E3O5C)TGR<^<>:V3C%R7L7A
!B#/I1W&XGG<6#P&^"09.'!|,*&R32AMD|Q*:Q(MI
MJ3#?:(S|.G;X6Y:)F2+BZ^N^@O|*S?,U*U-,L(H'5?
D|_B=FDI(%@TTT=ZP M^\$K(O4EI9\$+|/%?HBWZ:-
|P9*87:40N!5Y%DRQ30.)DT9!O;.!9X,=S 9>8">=
M=&HTJ!'&Q,40TVHVA+*TB;I*H(QXH_8|Z2/K9|^%>
MG|N#U>OM\$,)KQ?Z\$BQN;>R/14L,4\MMH?
4Z1=RV*\$)0\$WU9"8PJK%C6>'3T3O;
M.Z0A#:6TOT, ""H6
J9|(DQ@#*VKJJW&J\$N KYEDG|AJ51+^*0%-ZHI7H/B
^M4/"
(78VO|*U/NQ|WN7TQ>T|_)J3O.+*"|B:2+3780DN;+|
#%AC_ZHJ%,Z M^ZF%^:).E8=8T7S+C^YR:'NL&
A&R_E10VZ(|.;'HX,AB&WFC1HFEVQP!=-Z MH>
W>&3/+ZF|6Y74SZI)-H2/2?8@3|_
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DUV\$#J46USA+JA0|&ACX_4L@T\$PZF!M@#^VTD_R
M"0()G|*_RTI1*3(TXVYZOF):GKB+,|!>@&,F@XG."T4
M1?L3U)0 |V>|N8:_7C?8-%38I6\$|D7OGVC
MZZGU;\$8NV"92QB8;!(>G3AOY4JQMBKB.|3F%|
R^+T^Y|_#K^/:^D-Z|6"-(M8U6GRFCLR5""R?
GL,)2V-2WPC6WH(1TAW&9!
(U%E<^,9)BI/M,GXKKR:8%%A MR8;,GA7,"#7"K6
CZ6C,_##8ARU3;,:+A+#X&;H3X(*@-
IZVX|*B@(CBQ!B7IGEL;'S|RD:, MVDNNCCU?
0OH4(9RF+B%A@-)2I2%M8G/05,ER"?
>QIXN|H@1#4U6;@2P|)P/K MM34Y5.2 N*'GJ?
2V'.;:%GHW%|&AD>KAW#3:FYW/ &(\$94:D5.?-
N|JE|B MXAI;|&6H'M)1;:047#_K=-Z0LQD/>N?
#^9%G0PS;?T#'J&#N6|YIU91+,**.- M7@Y/9P|6+U?

7I+TL%|WO;AF4IQ:'#K3S|37>8%QX%H#TI9F|^JPK.
6IAG|S+P M05W|;E&5A%+4IXG:EOU,\$-VN?
B|"+9EDK7>^|C!/?3)C.+@1F1N|8K|5I\$38
M;+!\$&\$I3CKBKGP-
=|*Q^F*CLL|7D|)O|^UZ)V+1&^V(O,:")F5ECTQ3Y&|
M?C,<|/?3E)DQ,*F/%?^%+%Q"<(TXJ+2N
&Z&OPFOD#&|!|?
<&!P%>W@BLY5WY#VB3PYN,1EU"+I:F1O;
6H>7;'?B\$46 MW@Y^92.*@N:5R<@'4"!LPL?T!..>-
N|O!U'KA7L!?!=8S8 MX AA7?H+.-
\$Q^RLQDO+E=A#|0N;|JSQ'-P.1P:..?1RU?|YP46 !-A
%I!&K.*^NWU MO;(FOGHS H-/F;Y_^^O'#Z?
DX.CXY6,-2 MYUYZRT>X^AN=QHGM6.2RF"
2>VN8=': 23%?8K423&7QX<'(#GA*'8.!|J"K
M?'E7^@|&T>06|,H|L;GV@AIC\$@-E&P^ 2?A+
|H842Y08|I7FUZL:%A|;;C|\$
MT.C;9|T=ORTA#;2\$|/.VA+3A):2'.T,'%;VWQ3P(H5X?
MJ07W+0J7U:UHPU^_^,Z3|UW7Q/9X'>CQ^LOV>-
WPX_5AC,:W+4H_O_FP!-P? M/AR='!
|_|>LGD|. @L.O_ ; M4?2W>O)QF5>4F-
W%/[U|?)U|/'|. #OT>F'|^/3DVC_Y! 31_#5XS^ .H@_O
M|D|>|A4,ZL0_4\$O*O_ ^),3^E!VJ\$C\$SJBA*Z0>(9
WS#8>TU*' ==F'Y9Q'5 MR?D"B>L70:77H|N|"Y'|
T?
U|_Q2'KPJ)T#E^W!I;JI&Y!2,4N@|I#CQYQV6,/!PU:IE
!1&!!@D,@!A7IM M9(EW+%6!B-
Z%0HC^=*". "15V'+NT12"@T|2R2;/01HDX|-
%QFG;GA9VI0E% M0|#AX-
=6.E|^KAYNR<949R*4UETR D-D1QSD)GYP,X?
LT*:3|9O:C!Y|I)OU
MXN|3^JJTS)T)|@&YKBO#H'_8LF'+
(',|MFV:@',FK.@LX!K!.O3#._N() 1M
MX0|*F|M42:QD|+I8E&X;6D^T,B1F@EPWNT%^)L|
1 M=K?\$"1FS=D|Y-Z_@<|\$(F=>M_9@&PKI"K?
>8I'IY^(PT|YX#*1|LZU8_ '!61 M|V6W#EF 4!TD>?

@C/"N.7N.0BASC6MY"YWK7D. MU*B<5R8BQK?
*C""\5\Z(NLC2J:\$C6Q+&,T#_ "\$V^NP-?\$"]O<*YI
J)M6A,I
M!\&2,;BH8Z.)I4"@I5,M"C9ST: ^!G:8OL7SN|RNNA!'
M/*55N*%A6",2_9A5N!:T|W;
MYWN0YQM>&O_ =N^C@|
/) ^=GQTST<'IR>G|X\HOVSH_TQ9:4QO7UT&/W|^.3
WRQK4-N MZY";:KX.5:6B#T5RJ<"1\+-OIM: #%
(#2FULEA/|X%G('35ZUB)\$HDI:&)GH
M+ ^BE)>BPXGNM,[68)!D[: ^+<<%1BTLY+9*)IR-
LL<03(6M=Y-C=JLJ@-00_:I3<@^".AXDQFU5T
M=^(!3OA_&U*=6 R"N|(7;2&TUD7_",%H9FZ,+
ZAR3D=HT&:W0R>N:WP*VB
M#FR^WXY72NW)MKO4+"L_RZ
F#4H\KTUK;\$O=::)(F*DXV"K_Q2"X,=QGX50A M:0?
JE_,2K,ZL4\$1X=<^ZGYS#B*13YCDA05R=1.\$T?
^>6V_M00?CCJ\$|=:A M6-197OY@M(.44&,7JP8DI?
P9"!I+E2IL+>?N)X7=9N/H7_DDJK_08NQGOI:
ME5S!O\$"!).P;2%V/F; ^+8@VSFS+?6=I3L"]#C3Y|
D/&CCR,DHSC5K.QD(W@
MOS"OA_ ^M_,OG(>ZLH2V?
=F/F;K\$EBS3Q(@GE|>B9W;Z|?
9W>WOCQMWNVV#?
M3F_8M^0|4%%UXE(50N3U6X(LO+#J>
<%04OBC+BY)^_7=NP/N\7/:J25|;(D?
M*_EC3&=,07R6G:2D@Z=-
LBÜ+AFG♦D,HE*| %+)=#4*3ZG/XT\|F102" EY1
M::7|@FV5+!-F\>=OTNS(N#'=4|FC#KR157# MC
E_ZC(T=3'>R#8?B M+,HV\LG!#>T'G,+@2.97Q)!
<>60H/N<^S??57/J8Y3BTG!BD)7(|AG\$92*PI
MDJ8.N=N;2#INJ=RFAX@@+I:1"T^ZFW+=.7U<1|S
LYE M F<#+Q.SH|N=*3#12+)B; >.62,;?
3NA\LVU|TB658S""_XD9:|G6!^\$?^&|
MB0MUY2J,^%FN#|'*Q>LA&-62'4_S\$F;G_DQ%)U-
SIY7W*@!|.IE;-|:-M5>%

M>PGKL)=Y"B84YX(:V=L@L3C77)>2JW15
H@2FBI+(GUQ"8N_SV++53K_*08-
M%K@GE6EMM_&|> OG19YVK9?7BQV>3
MG4>_O|4NVR@LUS;5/M!4^|XVU;Y-
M6|B*!V/GGU:\$J**/2RQV)Y(5#NOV=2,
MR\$U\$#*Z%)0K57_2TQH,RB/&,M<=C@Y
(+D|3RLVYU*_'(VK=[\$:4|75RF)&. MVN=ZQZ?
HP@UM\$:N>TN87ZDCEA,F;NWG S'D7LK?
AW|I1|0VX&P@U\$IK#++|J M!74K(H\$VS9?7:^#[6>
(\$|8F3-5S"&:7H_&6!0\$EF |2'O7W=9NG=ZK5N;@:|
M86O|GSZ>G^V_.|H?V.EY\$.06"=H?
^M0|L&*QE=)Y!Y'ML?/?UTQ\$F&"P0+FA
M%68&U8'1S))|-J-H#Q-1EMO;'Y-L9?33|MY+
<'9AL=9Z2G@V/=I|PN MG=NPAL?
1WB^_,1E<&T3'CU9\$D%T-N#08U%A,?|'"DAH@F.-
K1RY1U =:U/@
M45|V"U+|L/*^37|R>U|HPV=B=;8IM(!R,ZB_1K+;^1
M36:&<3Q@RX8O:TU9V?
W_V'LQAB<2%06('\$R%G"BQ';2:|/'A:(A/'FEKH.7
MLU&#=SN1V<+ /DAL_2U(M93NN|_>\$ \$Q,|5^G,YH9
-M-'4%_SR2&,L&|21|/V|^;|>O?
O|^%,39OMD**Z&9J+OXY2GS81G6):;H/TY M-
FQB>.+DD?O)VI_P;CC8/|D_?.#
|K%OAH=Z|0|2*'U_1I'MZU^_K|HL.Q_4 M-24;3|&6"
|\$_(R+6+I+0\$Y0P|Q#*A*DD=L,5* 7"%7-
*H9H|::.@;B4"(1T%/ ML_L^T/W<:FNOP/=T&-?
^FMQ ^Y@ZS!-GZ,.)4/NMABN)^VD6+WR'^4>N)
MGCXPS_@F6!"_8V3M%L.|5.O=166|/% @5P_U|P/"-
K2Y6 |!=3TWR2|WJ@1W
M2MAD@S\$<5G6_:F@9KXQ7%"@0P|23.D3TWIN<\$,
M,;-Z8^&% C1T
*U=K6>TJA/(>_HF)!3F\$M\$3E|KGTU*H|C'GU-Q
BJ'X@TB_MR;|I+PM4C>UX(-
S#3XSMNCU2|/#WPX;|D3P@U_/QP@:
|!SBK0|H@Q@*41C8#GHDA/. 'BDF2YT41CZQ*?

GXE08UNM7@D!D,0MO> M Y: ^F\$>?
M5YR+2P@B>M)U1O5:,JG2Z6@T8QJ3T*DQ6L?A_?
^J#<<^?XA#X]+ M)%QZ.L]@%5U<|/\$/'@3<
WUFXP#(W"S49VJ6R1?4K001!.=+'3J,&HL0(P"/
M,>VO+|W_&_"M_RTG(<|R_^3%9|E?
6V2(&W1Y08#%8I-
2*&6Y:Y).FV(B6BO_82N3I^|.W_|U M"
|I==_EN0XZ8\$R81A5U.QFSP*6JG_KOWPG;RW4\$HX
&02PQ7!|:\$G87IT5C)R8MQ<:I+PF- M|25YYM%&M"
(B8^^9KL56&6;2FY/J"W C?
\$H^UFU/O,CZ_HT18VF/3X^&QD08)
M8.P#52G2W%8F!4O!:XHGR^5N/.888WU(A.F
M|:6Z+F C('4?
Q1NG"0KZX*Z<@CLETOJ^:Z,U|4MT3">FX=5"P3WR
E MU|0W!I+ZZ\$*L#3D?!AF"M!Q,XK|.XF
W,P\$4|5Y+VF0LFI!#71,M>SV!)8'L MT(7"S>|4#Z*=
(;5JG/&8|^@\$G',FA|/1'PH& Q>|CHX6F\$-
<)RQEA*|@S!A=
M9XSE+7DR>^8@'X>\$6G\$^K:D!0%|2 MS|-I?&2*A-
4T)18Q0Z=443/|-'YAH3X+:8O\$'_MPZEE/TV|
M5'O!O9@L+V& VBCH7R"PC-#YV'-|;
<'SOE/A|!9N*YA[%XD7LJ+%#T 6_4N5 M2C;&-
\$4VWG K8)96OYGK;")_%(NEG|VS|Y M.-
H4G^^QIGDW 8-|?
KT<4(9W12|U!HBF(5NY+..!O!01T|^?
_KF&69XF.;3Y0
M*.W(196O^^W8_(5K1|F)O6V*LFKTG2;E= 5FF_V?
4*9'V)G-R&:\$+;790<9D ML/.
|OLG|: +AIW^U&+U_^^'SOEY^>|^'@O9|_I*<./_E|
|7S'W^Q'|0?W|C\$ M.D||PG
6NJ"YXB0PDLPO:)JW^)-
';SW>0:;!9@U>S5L/14FWHMB)A" 17F"5X
M(S5)4<(*A9!!Z*;RG.NGIO<4=F2<.R|"Z?
2K|!_UM7A6WI>1|E%FI3SWCTB M:P'=JK=|KW9?
O7KUE^;"W>Z;@2!;;^^# '&6R5\$F@|+|492LU46R";4

\$=* M52=(:_Z?J?IWG?_JKI@U'B:TUH>4@F\$?
X3\+FJ1QE+8VN8[499X445I'NJ)D
M6I%@V:ULI>X9'%[UE^U\$KYKH?I=)A(/Y3\VIKLIK
V=V46?)OVOS&YQ-)YR3
M12D>%XAZO4A54O87&!_2^,G/!0?0CL_?
I)_VS.L^\$-VH@#3*H\$I6\ZHM8*JY_ (#Y><|JUO!@6?
2;CO5 BSWX:DMD ME%IG)3UIE%
<:7%K"W"4I\$C7I=>_E^,<7+Z(=OX-[T"3RY_
"ERA.MKY9MG)8
M;8T)J7*6INH152M^'0E/ORN"V6<)&Y6X!">"
[2G#'X3KC)IZIBSD(AT\A!3C
MV[E>)E|\$P)3,4L)O26W,U/7HJDEF=IE;Q)L%\I&UK
</:3
MC\$2YGN7"PUE'L#R5):G\$#2|F)Y'/>PN#A6H*5
1JL45C|A#L>#F|#I:&*[K2 M!>" +S:(X)AG/U9?
G9V)MCRN|D(4!8Y!!\$.B?
Q&6T7XB_FNN@TPQ)*5G^ B'X MV)Q0>M
(WU"&W_Y-J79USH:I'PUJ)*
("XOODSZJ|8B3/"L",1='.M|W9#>W@I\$E0>F,C J./8T
M|@KHEI*'5|CL!:-
MEK0XW;)4QR>'VXZZ;:O\$AJ9Q#FN",1QG,6*
(.QC#+^K4 MM"\$) 12|SU9KJ*^[6%6W5 (U*&
(BD40^_U@C=I@H*O/LIJE+YG\$WCX'!O1
MQM@K7^4|@=,7!Y0L"*TP'\$S^%@TZ4#3HZRT:=
(L&'5HP;;U3MH>!\V9M=L@P M2*DN1|IK&D:2C-
J@"XVN+|>0@K7D UQO4-KXM^.S@P%DC-
W)R'H6Q*3O9|/%\$ M\IH37^8E, W&|'JWJT""ZNX2|
X>\$|,5:6:S:3B7|N*D,6ESR'?TIRJ89,VF<)<|T<7@;1
M:QNR9:1^_BO3&M0M_\$C)068J(2Y.(E-
K1CQ"WA5T0/%V:CE"1M60YJOS)?5U ML9C R|#>|J-
O@ZGN8.KLZ-W^R>'&3LXVG/H^S-GD\,*F"LBG!Q-
3R>B0G6&N
MXOPJBMUO"%RNIX4&!]%P*, '0BP2""TM9R%%-
A@|GR4/W)|C5|A;#(:K1B%<
MK%+QH2|2ZNC|YZ7I3O4.V_HL.6BG;NB72Y4.92U0

M)<=BB.::%DIU"/5JO8&>_8 FVRVB1DV,"E|O|2T-
&V33H|@U;.*#I%18|. M/.Q9%G\$|_X:RP&\$5+W-
DT,1NYGF2QN#L>)&\NJ IW+,\$,V8&6CMH',|)SM4<
M653=W4PYUT!K';JD|Y+!%4??
TJ*JJ*H('A_EE:D5I.)#OW\B>0ZW|D#GOOP_
M^Q_V3S9V:K;.:P)/.K0Z)#',P"U*=).5)RN&B M2Y-
VR\$;:T!-|)@&\$>-1\$^QZ6ZDS@(09O|)ZIDXGKY|K:
(KP:6"T7SPZ@_VUP!OWDZ/QO1V<8XGU<_ ^QLX5E(
(GJI!B!1;GZ5Q4?-0\$|Y|KUQ1KBD%Y@D9=
MM%\$^Z>B*>K%/Y&?XXA
22X5HU#0\$/T\$MB62NSHB0B,)FKE,70M)&|%.Q?
AOM M|(T\UZ-,OD0|;T8,&(*AS0)&I.@0\$S 8L;|A3M"
J);B|<1B|_?C&RSH1S9? =_U8C*2^Z-
56T(H&3"%ZVW8 M.<&*3S3F3-&6?
_N(|S8OO&Z>0L;R_X/Y;0@/#3|E*BX&WYY0<4_;;^>D
[M,W?P_+9/)PZG+VF*;;-3 @.K|BUV:HN=N@\$|I>,6.
[7%3@TM7^%A3OCX")K@ M6C\$%F%9')HV %\$'I\$
QEKDH)1I#@ (H\O3/. 91A'1BQ,@E!|K"Z|I|&.><15K
MGZ7M*LI#VO#E|=)%;P*U53?\$X-
2V0PPHN|_6_L5SK|1:1CN>^G *RS|C0^KC
M'W"KB=I'\$Q71P\$J,F%O=|@?8; X% @HJIP3+!'L|
M,7UCJBV(=*&&;_B8O NJ.%M.
['E(\$AE(WB.RR2OR_3ZN9.U'NY+&J|Q,Q.> MZ'9-
&|A)ATW6-W1GR#;U.LS!YHU6HUX><3OV-NLQT
K,A_WC+@YI^ M,R7"P:LR0^#M"H=,,
(T3'P>0FYNSQ6-BJ%E6> %+S#LSC1EWVQ/LSU;
(%I#9 MAIN6;:I'75PF4QR.M&-
DZ75*80PHB3TM@V8#!4Y_Z6DJFF2C;C>*5KRPH("'
M+A>B467DX-*6*Q|I"E7G*55AN=2)3@K^3'_ "3
8Z@\$Z'-Z:2Y|Q_V,>;F!C4
M;@!CQ#:E3E7A;;Z*S4\$+J|
[D!78O!55VKE5_+>,KM|5SRGI=(91= #VLF7>W
MW6)0V;#\$9SJIA/(GKZL(_IQ4?%29\$@:?
UE2Z<(UADH,3N4IDZV!-3!OL!YUN ME#CP'VEB-
UP^&T=VSXTAR*08/TJ31<)&|;>XNTARFQ"&&#,F2I

>,%\$'/RR2 MLB3(I|JRO7!P"92%YFJNM0W?X-
)P*+ #%:' WV M(0USL/83WBI>^G)O> IB76Y3.
(12A;\$ \$Q%CY6D & J2T\$5BB5H1S1#<'EG%
M,#.9JNM\ -L/#+J>YQ=J=%#FVH8YM)T?
O9B>=R=OL:S\$-(<(+K K4R%GGL3)?A M*2("W\0U,-
*)I'3*4:!!^?6>^>P_|^(SG +&?A-
G6(U6N|!I/O5E1^QW7|SX
M7?/1'V ^:)TEV**+O&OXB'&AKN"?DY#)<.P\$%9R(I
(O=5WCUL P:OG"(:3?P
MRU< O QA|Y>??|QZ%M E67^K"US7"RO\$VN5;D\$/
MR|:SK|!5(F2D\$(,; 0MVT/M=U\$;B\$+
[A]FP).S\$WK>6E>-7BPQ?6]?4ZP3%# M:5/TI'
M6/^+'J2"%,\$B9/E" ':\$'UI _:I((DZL=.%X3_O\B1|)GHI
M::C0G0)+J!7QRRXF=6Q2MMNWM.^ ^XJ)\$SV2*5H
?U7,H2VXNR!MX0=(4\$N
MFE5XN39QQ&KS|MHSNJ_NWAN.*9L"XX9*#CFS18
M|DP5L^O=3|)BU&-
O"7=Z\GZLR)64GK_2=%8*.!O*A-O_X(*\$L0|9KE>?
7>V< M18+.\$N9|, _&"X1W%|'VD:-J-CKRE:?OS8E-
CQ9|HAFFB=S6 PY V!N6>2AV=KS\$*2VQS'.XO\$?
F@QR^EM6X1F"LEWD2=|86M\$\$N81G! M-
J^6"_C>|ZE:EK^NNT|WT+BK|U. W#8C#/#|>8K-
"">YS;5Q|QB*%+BA2EBV MK">PFL=.:?
[:\$T'(& V,R(!|1:E; .D4EL3+\$T6T!PIZ>:B:G3E'XGOY*P
M'#FX(<0@IK?N#N&>7V4B.I+|)1SLA
M^W_F+#:712=J2HD'F/@T>J^+J8IS^'?
TAX+QZ34R04IN)-<|UQA;"@12R;IA
MT+\$4|04HO!F=:4^2VJ--J|G@/(0)21'[UE"O,!
(10BL!>SMA'|:S)^!088TK MP-
) .BOPS..47VOV5E&44_ \$\$AG@YV\95&9|=7;^'/'&+)
/||WQ30)28+CJPJ1(MED6"SJ/Z\$EUK51B61;
|&"&4K8M+>?%03_5B D;OE;AHU(0:Q8FE? M2/
@Y!BV;K99>-;OY@9|.CD^/SJ, GY\|OOAZ?
OU&|6M._1HSXRM.W2_[E#I M^4-
;=^@Q+.W||H7LV?A1N%:^T@T)O

L/JNW_/BGAGN09S*0\$U^\$?@3453K9I M?
JDS95M8KND;W2\$RE.8\Y+,
[K5%]B4=3^O4EKSOSMLH1R"Z8G/R_ZK/72
MX>MUO/+|J@N59"65Z;>(IRWBZ0;\$TT|;Q-,F):D?
#!/\$TG(.Z?O>GU<@UV%IX?|)8Z!CQ_.FU&Z.7E+:
(>Y14N7;"-V&; MX%1E6*M% D-
#S97F*@/WZ%A*F2B;8Q|=^@T%9YYD!#[|'?1S7VA
C2C<1=A,C M\$#\$OV!Z(7^RJQ#03OX3B
7"\$F7|^VOW|KJN/(JW0_QMXV2+H5EYRXE
MM3BY*#,)Y# '0\$CZ%_.3DTB+HJ"2J3TKS\$*Y&^"JUe
F5| FSI)=HX8S[< M?
=!EC,!!>#%+P@)J1D!V48/'B4MB*TCS(M3S@;O/0:/W|
#HO4/W?X" MK%X@2TAQK\$& CIM
^W^(B|Q!,0+4"V%B).5\Z.6\$2+\$)BWA(AL|!5&J(G3K
MJ3EINL!6=FIQ,7CP [1@*!?!2PTL#9X-*Z-
SG@X\$9\$, _/92':0-'4!_@0*? M@ -AZW0Q=5)
80?:FP=:. Q?+0Q?(5N)O/@45\$RA+H<% '2E.2;|=?
<1|M',R M2#LG%G3OG-CH)^6G5-IQV>AGE.3FV \$
4\$L#!!0 ("J#9EE6>PR E@H M +%D/
: '5B#\$P7S(N:'1M|5UM4|M(\$OZ^OV(NF|TE59;!!3L@:
MF4N5 [Y=KA*@@+VZ?!Q+;6L.:48|,
[+Q_0KKGI&,;\$R2(Q!\$5JD*V-)H>J;?
MGNZQN|E/;):^_8'M)|!C_,WVK;
IO!W|)^CM=/O|V_XM#M@N1^R/5;Q@QBY2
M^,>SC.NID"CA55_\$UFNM.72#G(>QT).0|:77PU2(2
(0\$P3&[+>X)FC\$HM9 M-
4ZNT(. _@R\$C.\$J#%X.,B&K9WMX)U=&6*%DJ""E5LQ
M\$K6QTC'H *|@D?
V\FG^BI*4A\$/9VA&"I#6,KA(Q%I9Y<=\$,;=>W<_R/
M+' :L_@)&|/J?
(WX|+R)C|XOA!;XY/CD.1A|.WY| |(W8X='9Z.#BY(P=(
#R^.3H|9 MZ:'0JP-2\$V408-LP ?4_,N(S9&1C++;XY
M5C(897FJ%#@#L4&B(K-+L0&4Y2,/)
(;:%3E8IHP;8LSOGW'Z_Z.[UH4/&Q 0KA ME_%,?
JW8GR>*XM6*J-

N8UE&XN6R"3SK,%1,JUBNU4S\$P#B^
ML3QE45T!D?PEGP)J,;
<,)!^G2(186^Z#)N#6:AY9I|P:++!>RP_!1SE)% PZ
M8V-NA.FP!%D91&B@8]L+C7>L'F"DVA@4B&-TB
,0UM0DXF(\$\$ M-:32L|Q%FK(QH,R!P62"J|3P
MAW""|7|5\$EBOUV'JG?
ZK58,:+8<>HBNKS7TDV:30.%1S&4\$EM\H=EHZ/C|
M.HPCZ1L<8B;A;DFH>B)>5<8)RMV GJ%.F\$IM8|+
NF|@V@U8&FL3G"95|_.
MR+/W.,A3US|W98RBT6|W88\$(HBGL014,>OW-
^?.@|!A* M6:#KJQCB-.V=XCIF'R!#9V42D3^>
{8;L^>Y.!RFX=4T!5XB+Y3,N4CX6J; +
MYWMSKJV(1.Z-14B6 5A,88R[B]--0
-9)7K@=.E3_3;QS;4)TN4FNE.WU :X MT
[YG,I#_5\$@VU\$3%\1Q'L_([W4QMF.4@)
(DUB&U=+G^:1(HXB=&AR@HG '3
M*Q&3*BYE5Q?3-TX^GHJE0@<>
(_+\$D%.4C6NM5/E13;:_ZTQVDZITZKK2RG1X
M;2E+2'*"14S/!%H'U-SP9QEZ![B_|Y'-
UV>9GQ7E+3QC:[NT%)I72RC/K(@J
M'6'ADNEND/*%*BQ.= 7QP\$ _Z^G5WYZ=!.1Y7GO+
<0&@ L01#-7^LAI/K:N:9 M,,)#3EB-+@?AJ+@:Y>?
>>|7=??/+3_7#M'+|U6G:MHUO>;;7_670;D_VN|V|
M/?BF^ZK??U":^\$*O,[0ZAGS5?
86:L%%;YBB=8*R!7X;N9T 7-
G!]|E"N/HY;!*Q52U<5;SD#[CVM07V(E&^5W-
Y|YE;=L M:U6MY5G+LP;P|%/ (TN^^V<6MC'ET.=4*
[>@I!Y%)/O6..V|IP@;@/M!Y6
M8G5R0:^[MX=QPPI%O+;|J?U.+6!DAT6&
;78MZ#A N=8|2+|7:S<6ROF0QE M38?
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UA)K@-:Y@YQ
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*:ZU
M.5P+:2VD/5E(:||CVQRNQ;IUT1XKO,/I^Y;NJ|('2N?

T13=@ORIDEW1?96|3
MNQ8'6QS|3G!PK|/;PF";V;5H|WFT:Q.^%NA:H'NJ0/>
<>!NCP-|54-+AD M9VTQGR1^*U)8".OY3EG?3?
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MY>9FC6^T!CY4|G,/)77U:7UQW=.HO;H'07ZBS!H'4.
MA<2HC%HO"^RH
M%M|Q|KK\$"AEN\$QQB3|O5=^C|P]?D7M|W=7?
NA+2DM'-
=5,Z++Z2LTR5A+>!C!:RF@X@KG5(J+V+\$|O62&IQ4
MVT"C\$8Z&Q@|0S82:U&%|4Z|-X2Q&'!E0"/IF
5%I20\$"^^":86PM% :N M6F5.)@Z"G'?
J>+\$Z00D*>VOS.%K.57E)XDRI
&J:Q+;\$B_ (9;:@ODT3|TH;K
M1>7&*L_ G*:\$E;HGRD>H.O9;HJ|FJ,T%|25,UIU_)T6
M+SE#C_G
T|5Z3\$P^%R3Z2!!C/%YE%_5^&!W4TA2,J34RB8\$:3F
M'149,DY2XR#T*F|7)%*!>W,9!,Y:+K!+.H 2@Q2<-
=P,G5>|%FTZT*ZO45T? M2
F0@J0V22Y#\6+\$F)7GN1+2.A'B7AV=,H%J4J./A|.?
WNN=P=K^J'%GE')C MZ#!B"H%4,53/X+IJ?
3UK73PG*5P%/H&@F!#-
O|CD(!8F3_DBI+OKC3|_6Z"(
M)XMJ9C3'YKZC7,4"FTZOF6>5G&!%PG-
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M@V99O8#BL/D(#|0@ #P
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M>FI2=I4HZ_!)*:YR\$F_ MO"39F3PDCR#9E+ &"08
=>37;S= ZK)LR|"ECR: MJK%-\$D ?
Z*|O'OVAS>35=ZP_!)|@;|:WPDJXN0DCZ+::|?
ZQ/A0!Q|6(?J22 M*3-V*N&'@XSK@)*

(?! "RBV+2DR*'8 AB,+0A: <.
M')5\$C.HUJL&!5478:IZ*O/=W(/(\$)F'0[64BK^?
Z:X4RP@J5AQHDMV(\$04A-M B/^)GJ1T@GH
_!@F7Y14TA5;FD(A.U687N>:4^OYZZE/!-
R&OXN,C#L%QBS MSRK C>3TP4M:J#,,=:F-B
2S'(0PFI)1HT028S'@H+@2EX#&&A(1AK7016:#)I(
M#FF-16*'82IL\$.-(R(G(IQ_:9ZU>_YCF706/"_R/ZG-
J_)HB:M+ZJHRQDDJ'
M'UKN7^J^B<=^SR(EDY=0P#X!=QY9J]+B5.:G=YT#
MMC>8JR\0.V_2;77(HJ@AL"J
<1SP'\$_PZD3!UEH17.JU6YW5HJ OZF6GJ>4
M3PWV)\I(!?N,8.)Y@|7.|4Y1/JR&*VJ@Q"J6W)@?
#I"=+)#"V D9\$#;A2P5 MH JJ
1)A"LFG82IALJBH,V3U?Z4A(C4C;DQ@+-
>VYS02T/(FC+@!RO#NZ&XN MSDGSM'O^|:V465\$?
8VH81!KX;7@+4"
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JMUL>5!=_(7-B08_35,!(P1K=BA|*POTH4
+2:E&?.L|V|;7U%V^KL@&W|B!N2D.UD4W::J|&\$9-
M;V*5824*5J5932+BQSC_)25N=4E(* <.F,AB^,LPR,
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Q)%"LW3DC.,GYF;(4JG& MI@:9A@%:LJ;LE=-
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[R]000%LI;.O*'@BJMW(.,UF<4 M.A:PY[%
O&Q,*%TBE"(ADG,5D3B"=L\|9V7FG
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M%T#S&PGC8A*.@MRM0[7O/)HM1D1_8P!15"5J"
[FR_A7!#00-PSG0_(BL7"/TI=%::1S*-TXV-P!Z^9A:F/
(LY' M(B\$H@6/A!1V2LGE.K+D.1RL'&)F|Q_6Y<|^
M|\$J@8I2%XA8XY+A.\$;+< RXZFX.~>:X\$H&+5|

U9&D(5JX>G.@Y1(&1=P_/M+81G0
/PO!EQ6;I(0|8+:4J|A%:G5E31#F%17?8Z#P->%
BC-^>=4GW]*P=_J,WV&:3'TZZ#SWH775%ARO|
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ME|0671/Z)%H&-
@=55XN|@)DK;W045"1Y4F@&"4*9(9,&LCI5|ITU":.;>
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+.5T)W#-+!/6 CP4N".%62T-2
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HMZ|"&V2%5%/J^A|@&-+|\$3X?0RF6KS'D-_[2>A
MG|8|CSZ5M>'3M|8UEM; E9Y.[U7/AA,;]*@XRD##
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MJPDHB^2%@=#X;M,,JN|Y:+^V>Z8=&= U=>I|>?
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M.&NP3JMSLO2BP)J-V!K)GR3KFI<@MEFV9^SJC|
P9|1|M2VQEV\NV;;(IPVD|_FKJ2TM#N=G7D^?P-
_||"I=WA3IZR"GC;^IZ M?)VFT%)?Y*+;|':
|C|8M7^V=^95^;|\$'\$\$.0J@7K.P5(?_AT&<'M<-?
*+%|N_=9?,)A5)_2A@CM?
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+@'KIK||= @)1D68KE MQHFE6)F);9\$ =K%X'NP+
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M3DQ@D.A99,5?)"_1)@,3X144,RP;";E6CH

W.V4;A"4#O(&_E|."R'G|1^B M,M^@2G|71=
<-0T3|9PNL*V#F8NX%",52|@=R:#NC9CI6#B(;,E3B.
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M3|SP(Q@G!?,XTWTMU&R5_,YK3*VP@V(M.?
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MDT;|3-A2|GF<2YBMFND2%?U?
94E(HX9O\$UG'C1MX>T0TO(T3;H%BJGN66T|F M3?
NB_ ;UR.FF!*QM ^Z9C9 MBGXL^T_!0#T(3:
05F*2B9DM"9SC-"7;+6#)?-<.1 M0<_
H/XA,PA8OLB;EIAL^2!9XVVSX
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MGXB\$I_QL_UGX\$UBT-V+11TP/\$Z5%P5S**
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M>I^\$K4#Y<2CW77JS58|82O'(HCI06S*A57M+NBG
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AAQZ3.I6XIB*M)"?'B|/R2BQ#1>P1 M L_5>!G_2H
:XH)A?|@&|/\$C3_-I>,HO'#YL"Z.#W9_6\$RLJ4
M2%GKH^\$T161X!7QZ-P*%0:Y\$YN(=|/58:H*I:V
G;AVB1-?|)+ 'JD9Y/2|_T M.CY?L)EY5T-81?
RG\$K=\$T2=W9!&+4/= '7QG^+@YM?)TQ(|H|VQ(X!):
M|.+=^:(U4'::/UP/84F3|_H=!H(I4)|!#7YDU/XQ*CL
1OT4L'H?|U1SK%,F M?
VXI@M!73*F8JJJ%9F=!KS&WBT"8O)=G-
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MQBY"3G|!QRP*X1S IQQWHC&JI0:90 W|**=
(242Z)3^,OREG;782^+,2. &_
M:53*/P2W9|>*S1YZQD.HV-Q(3(+0XOYX%@JG8F(J
%?AXN+RLD4K4'Q7TB M?

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M/??F&PF/^)K!PW,|O"5]-X^/ZW=G_1;?F@E*8?
11H@;TF(XU%CZL)3ZWYZO' M=QN3/-'H;.)7|
V^N7!^*T3|9NI(^+W'? "13O,N7W& M3O7
5U>_1+!V0-
8Y_2T7=OH'"#9;^R(>C@N0,3#,R7S\$N:'1M|5MM;|L
6"&|JM30;1|6B M\$UUER2?+3;))??
Y0=I^G;UFU|KPLT:2U2)!|2BO@\$ZDQL)+=?0&>"C-
_I=*RP M\$K?
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H/\$<7:6*9L.V:< M"S7V82N>M:50Z\$U0C"?6AT;
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M.%H/'I"9CIQ82'4RCH1|!OUV+9S MIW-
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Q7|>RG?77\$TSQG(RWY34#0GTW\$2%C(:W()Q#4A
M:&S|R.S5* 3D)H' D.O?S <| YZW>%@?
P_V=Z'W8=#?A?Z7?N|H./BG3X|H MM'|
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0@|+NT|'!X5%W;PC#_><*06,+CJJ'
MU5X5#ON|K(0:S5:|)ESAZ!Y"=V?_T|"
V5Q;!! I>/:_ 0|0W=R\$:|OG\$52%EP|L-;6?|
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6:J @\$:*|)Y!>+4)"F=?|!J6%EK&+@#2|6@"7
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</5*V*&R]&%/G^3;XV:^.Y[IS2I)S;FP"9*!
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J#\$:~9#?V&HVF0
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M+IGADADNF>&2&7XT743)##^Y'J-
DADMF^/O,~,J1K615GD\3^V1WO#)ICS!I MO[&'E?
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(:7(G(T%&5VN!8"S5><,ZT(>2L)#,(2EO@B!%R"
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:G;G-F.F@@@8AS)&P>K\$V2A7),+#+,+MOWL
&9\XRF_<%V9+QF9RR>9+U!YV:NSFZ_:)3
MR^Z<_@/02P\$"% ,4 " J@V99JT>ZSHON @#\$T"T
\$0 M@ \$:~5B?/N !?R0< #P @ %B:00 :~5B
M#\$P7S\$N:'1M4\$L! A0#% @ *H-F659[#("6"@ L60 |
M (!C5@% &AU8G,M97@Q,%\R+FAT;5!+ 0(4 Q0 (
"J#9EF] M@.*P^0@ /U" /"
5!C!0!H=6)S+65X,S%?,2YH=&U0 M2P\$"% ,4 "
J@V9974!<-=P(#*0@ #P @ %V; 4
M:'5B#,Q7S(N:'1M4\$L! A0#% @ *H-F6CH \ M (!?
W4% &AU8G,M97@S,E\Q+FAT;5!+!08 !P ' *!\ (
#/>P4 ! end XML 98 hubs-20240930_htm.xml IDEA:
XBRL DOCUMENT 0001404655

srt:AsiaPacificMember 2023-07-012023-09-30
0001404655 us-
gaap:SubscriptionAndCirculationMember 2023-01-
012023-09-30 0001404655 us-
gaap:AccumulatedOtherComprehensiveIncomeMem
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hubs:PerformanceBasedRestrictedStockUnitsMemb
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hubs:ZeroPointThreeSevenFivePercentConvertibleS
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hubs:ZeroPointThreeSevenFivePercentConvertibleS
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0001404655
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2024-06-30 0001404655 us-
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07-012024-09-30 0001404655
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012023-09-30 0001404655 us-
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gaap:LeaseholdImprovementsMember 2023-12-31
0001404655 srt:AsiaPacificMember 2023-01-
012023-09-30 0001404655
hubs:OutsideOfAmericasMemberus-
gaap:SalesRevenueNetMemberus-
gaap:GeographicConcentrationRiskMember 2024-
07-012024-09-30 0001404655
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2023-12-31 0001404655 us-
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hubs:USTreasurySecuritiesExcludingCashAndCashE
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gaap:CorporateBondSecuritiesMember 2023-12-31
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gaap:GeographicConcentrationRiskMember 2024-
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hubs:CostOfSubscriptionRevenuesMember 2023-
07-012023-09-30 0001404655
hubs:ComputerEquipmentAndPurchasedSoftwareMe
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gaap:GeographicConcentrationRiskMember 2024-
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2024-01-012024-09-30 0001404655 2024-06-30
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2023-12-31 0001404655 us-
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hubs:ConvertibleSeniorNotesDueTwoThousandTwen
2024-01-012024-09-30 0001404655 us-
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2023-09-30 0001404655
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2020-06-012020-06-30 0001404655 us-
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Roman;margin-bottom:0;text-align:left;"><span
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Operations</p><p style="text-
indent:4.533%;font-size:10pt;margin-top:10pt;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;white-
space:pre-wrap;font-size:10pt;font-family:Times
New Roman;min-width:fit-content;">HubSpot, Inc.
(the "Company") provides a customer platform that
helps businesses connect and grow better. The
Company delivers seamless connection for
customer-facing teams with a unified platform that
includes three layers: AI-powered engagement
hubs, a Smart customer relationship management
product ("CRM"), and a connected ecosystem
supporting the customer platform with a
marketplace of integrations, templates, and expert

partners, a community network, and an academy of educational content.

The engagement hubs include Marketing Hub, Sales Hub, Service Hub, Operations Hub, Content Hub and Commerce Hub, as well as other tools and integrations that enable companies to attract, engage, and delight customers throughout the customer experience.

The accompanying unaudited consolidated
financial statements have been prepared in accordance with generally accepted accounting principles in the United States ("GAAP") applicable to interim periods, under the rules and regulations of the United States Securities and Exchange Commission ("SEC"). In the opinion of management, the Company has prepared the accompanying

unaudited consolidated financial statements on a basis substantially consistent with the audited consolidated financial statements of the Company as of and for the year ended December 31, 2023, and these consolidated financial statements include all adjustments, consisting only of normal recurring adjustments, necessary for a fair statement of the results of the interim periods presented. All intercompany balances and transactions have been eliminated in consolidation.

The results of operations for the interim periods presented are not necessarily indicative of the results to be expected for any subsequent quarter or for the entire year ending December 31, 2024. The year-end balance sheet data was derived from audited financial statements, but this Form 10-Q does not include all disclosures required under GAAP. Certain information and note disclosures normally included in annual financial statements prepared in accordance with GAAP have been omitted under the rules and regulations of the SEC.

These interim

financial statements should be read in conjunction with the audited consolidated financial statements and related notes contained in the Company's Annual Report on Form 10-K filed with the SEC on February 14, 2024. Other than the addition of the accounting policy related to derivatives as described in Note 6, there have been no changes in the Company's significant accounting policies from those that were disclosed in the Company's Annual Report on Form 10-K that have had a material impact on our consolidated financial statements and related notes.

Recent Accounting

Pronouncements

Recent accounting standards not included below are not expected to have a material impact on our consolidated financial position and results of operations.

In November 2023, the Financial Accounting Standards Board

("FASB") issued guidance enhancing the disclosures of reportable segment information, primarily about significant segment expenses. The new standard will be effective for the Company for the annual periods beginning January 1, 2024, and for interim periods beginning January 1, 2025, with early adoption permitted. Upon adoption, the guidance should be applied retrospectively to all prior periods presented in the financial statements. The adoption of this standard only impacts disclosures and is not expected to have a material impact on the Company's consolidated financial statements.

In December 2023, the FASB issued guidance enhancing income tax disclosure requirements by requiring specified categories and greater disaggregation within the rate reconciliation table, disclosure of income taxes paid by jurisdiction, and providing clarification on uncertain tax positions and related financial statement impacts. The new standard will be effective for the Company on January 1, 2025, with early adoption permitted. The adoption of this standard only impacts disclosures and is not expected to have a material impact on the Company's consolidated financial statements.

In November 2024, the FASB issued guidance that requires the disclosure about specific types of expenses included in the expense captions presented on the face of the income statement. The new standard will be effective for the Company for the annual periods beginning January 1, 2027, and for interim periods beginning January 1, 2028, with early adoption permitted. The Company is currently evaluating the impact of adoption of the standard on its consolidated financial statements.

Revision of Previously Issued Financial Statements

During the financial close process for the first quarter of 2024, the Company identified an error related to the calculation of contractual credits in one of its third-party vendor agreements which impacted the Company's previously issued financial statements

bottom:0;text-align:left;">beginning with the quarter ended December 31, 2021. The error impacted subsequent annual and quarterly reporting periods through December 31, 2023. The Company assessed the materiality of the error, in consideration of both quantitative and qualitative factors, and concluded that it is not material to any previously presented interim or annual financial statements. The Company revised its financial statements for the periods impacted. In connection with the revisions, the Company also corrected a previously identified immaterial error related to the recording of certain deferred tax balances.

</p><div style="font-size:11pt;font-family:'Calibri',sans-serif;"><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Changes to the interim consolidated statements of operations for the three and nine months ended September 30, 2023, as a result of the error, were as follows (in thousands, except per share data):
 </p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:44.042%;box-sizing:content-box;">

[illegible]

</p>		
<td style="vertical-align:bottom;"> </p> </td> <td style="vertical-align:bottom;"> <p>As Previously Reported</p> </td>	</p>	<p>As Previously Reported</p>
For the Three Months Ended September 30, 2023</p>		

Adjustments		
As Revised		

<td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	<td ><p="" ><span="" >(in="" colspan="10" p><="" span><="" style="color:#000000;white-space:pre-wrap;font-weight:bold;min-width:fit-content;" td="" thousands)<=""> <td ><p="" ><span="" ><="" style="white-space:pre-wrap;min-width:fit-content;" td=""> </td></td>	<td ><p="" ><span="" ><="" style="white-space:pre-wrap;min-width:fit-content;" td=""> </td>										
<td style="white-space:pre-wrap;vertical-align:bottom;"> Cost of revenues-Subscription												

[illegible]

1,886	
)	
\$	
71,895	

Total cost of revenues
Total cost of revenues
87,526
87,526

content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(1,886</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">85,640</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Gross profit</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">470,031</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="white-

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="font-size:9.5pt;color:#000000;white-
space:pre-wrap;min-width:fit-
content;">1,886</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p
style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="font-size:9.5pt;color:#000000;white-
space:pre-wrap;min-width:fit-
content;">471,917</p></td> <td

[illegible]

align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,886</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-

18,556	Loss before income tax expense
18,556	Loss before income tax expense

6,875

1,886

bottom:0;text-align:left;">	white-space:pre-wrap;min-width:fit-content;">
	white-space:nowrap;vertical-align:bottom;"> font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> min-width:fit-content;">
	white-space:pre-wrap;vertical-align:bottom;text-align:center;"> font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> color:#000000;white-space:pre-wrap;font-size:9.5pt;min-width:fit-content;">(font-size:9.5pt;color:#000000;white-space:pre-wrap;min-width:fit-content;">4,989font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">color:#000000;min-width:fit-content;">)
height:9pt;background-color:#ffffff;word-break:break-word;">	
white-space:pre-wrap;vertical-align:bottom;"> font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> color:#000000;white-space:pre-wrap;min-width:fit-content;">Net loss	white-space:pre-wrap;vertical-align:bottom;"> font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> white-space:pre-wrap;min-width:fit-content;">
	white-space:nowrap;vertical-align:bottom;"> font-size:9.5pt;margin-

[illegible]

align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(3,577</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Comprehensive loss

[illegible]

1,886	4,570

[illegible]

	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
0.04</p>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p>
	<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">

top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(0.07</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>

[illegible]

style="background-color:#ffffff;white-space:pre-wrap;word-break:break-word;">		
style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">	style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">	
colspan="2" style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">		style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">
style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">		style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">
colspan="2" style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">		style="vertical-align:bottom;"> style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;">

content;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="10" style="vertical-

For the Nine Months Ended September 30, 2023		
As Previously Reported		

Roman		
Adjustments		
As Revised		

[illegible]

space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">215,944</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-

5,933	(
)	>
\$	210,011
>	

Total cost of revenues	
	256,854

space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(5,933</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="font-size:9.5pt;color:#000000;white-space:pre-

[illegible]

	
	
5,933	
	
	
	
5,933	

1,337,394	
Loss from operations	
	(

content;">183,708</p></td>	<td style="white-space:nowrap;vertical-align:bottom;"> <p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">	</p></td>
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	</p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">5,933</p>	</td>
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	</p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	</p></td>
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-	

 (177,775 	)
 Loss before income tax expense 	

(148,458)	())	148,458
())	148,458	(()))
(5,933)	(()))	(()))

142,525	
Income tax expense	

	)(14,233)

4,658	
9,575	

Net loss	
	162,691

space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">10,591</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(152,100</p></td> <td>					

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;min-
width:fit-content;">)</p></td> </tr> <tr
style="height:9pt;background-color:#cff0fc;word-
break:break-word;"> <td style="white-space:pre-
wrap;vertical-align:bottom;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Comprehensive loss
</p></td> <td style="white-space:pre-
wrap;vertical-align:bottom;text-align:center;"><p
style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;font-
size:9.5pt;min-width:fit-content;">(<span
style="font-size:9.5pt;color:#000000;white-
space:pre-wrap;min-width:fit-
content;">159,179</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-

align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">10,591</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-

(148,588</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td></tr><tr style="height:9pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Net loss per common share, basic and diluted</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-

(3.27	) 	 	 \$ 	 0.22
	 	 	 	

<p style="font-size: 9.5pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">	<p style="font-size: 9.5pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">\$
<p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">(	3.06
<p style="font-size: 9.5pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">)	<p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">
<p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">	<p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">

[illegible]

family:'Calibri',sans-serif;min-width:fit-content;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr>

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Recent Accounting Pronouncements

Recent accounting standards not included below are not expected to have a material impact on our consolidated financial position and results of operations.

In November 2023, the Financial Accounting Standards Board ("FASB") issued guidance enhancing the disclosures of reportable segment information, primarily about significant segment expenses. The new standard will be effective for the Company for the annual periods beginning January 1, 2024, and for interim periods beginning January 1, 2025, with early adoption permitted. Upon adoption, the guidance should be applied retrospectively to all prior periods presented in the financial statements. The adoption of this standard only impacts disclosures

and is not expected to have a material impact on the Company's consolidated financial statements.

In December 2023, the FASB issued guidance enhancing income tax disclosure requirements by requiring specified categories and greater disaggregation within the rate reconciliation table, disclosure of income taxes paid by jurisdiction, and providing clarification on uncertain tax positions and related financial statement impacts. The new standard will be effective for the Company on January 1, 2025, with early adoption permitted. The adoption of this standard only impacts disclosures and is not expected to have a material impact on the Company's consolidated financial statements.

In November 2024, the FASB issued guidance that requires the disclosure about specific types of expenses included in the expense captions presented on the face of the income statement. The new standard will be effective for the Company for the annual periods beginning January 1, 2027, and for interim periods beginning January 1, 2028, with early adoption permitted. The Company is currently evaluating the impact of adoption of the standard on its consolidated

financial statements.

Revision of Previously Issued Financial Statements

During the financial close process for the first quarter of 2024, the Company identified an error related to the calculation of contractual credits in one of its third-party vendor agreements which impacted the Company's previously issued financial statements

beginning with the quarter ended December 31, 2021. The error impacted subsequent annual and quarterly reporting periods through December 31, 2023. The Company assessed the materiality of the error, in consideration of both quantitative and qualitative factors, and concluded that it is not material to any previously presented interim or annual financial statements. The Company revised its financial

statements for the periods impacted. In connection

with the revisions, the Company also corrected a

previously identified immaterial error related to

the recording of certain deferred tax balances.

</p>

Changes to

the interim consolidated statements of operations

for the three and nine months ended September 30,

2023, as a result of the error, were as follows (in

thousands, except per share data):

<span style="color:#000000:white-space:pre-

wrap;font-size:10pt;font-family:Times New

Roman,min-width:fit-content;"> </p>

<table style="margin-left:auto;border-

spacing:0;table-layout:fixed;width:90.0%;border-

collapse:separate;margin-right:auto;"> <tr

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style="width:44.042%;box-sizing:content-box;">

</td> <td style="width:2.099%;box-sizing:content-

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sizing:content-box;"></td> <td

style="width:14.554%;box-sizing:content-box;">

</td> <td style="width:1%;box-sizing:content-

box;"></td> <td style="width:2.099%;box-

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size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">As Previously Reported</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Adjustments</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt

solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">
vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">As Revised	vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">
height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;">	vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	

 (in thousands) 	
 Cost of revenues- 	
 \$ 	

<u>wrap;min-width:fit-content;">73,781</p></u>	<u></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$ </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(1,886</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span</u>

\$	 71,895
	
Total cost of revenues	
	

align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">87,526</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(1,886</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">85,640</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Gross profit</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">470,031</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="font-size:9.5pt;color:#000000;white-space:pre-wrap;min-width:fit-

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</p></td>	</p></td>	</p></td>	(20,442</p></td>
<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td>	</p></td>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-	

content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,886</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(18,556</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;min-

<td style="white-space:pre-wrap;vertical-align:bottom;"> Loss before income tax expense </td><td style="white-space:pre-wrap;vertical-align:bottom;"> </td><td style="white-space:nowrap;vertical-align:bottom;"> </td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"> (6,875 </td><td style="white-space:nowrap;vertical-align:bottom;">) </td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-	

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4,989	
	Net loss
	5,463

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;min-
width:fit-content;">)</p></td>
<td style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
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space:nowrap;vertical-align:bottom;"><p
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content;">
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space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span style="font-
size:9.5pt;color:#000000;white-space:pre-
wrap;min-width:fit-content;">1,886</p>
</td>
<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;">
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space:pre-wrap;min-width:fit-content;">

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<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(3,577</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Comprehensive loss</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-

align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(**6,456</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)****</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,886</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-**

space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(4,570</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td></tr><tr style="height:9pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Net loss per common share, basic and diluted</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-

	
 \$	 (0.11
)	
 \$	 \$

 0.04 	
\$	
0.07	

<td style="white-space: pre-wrap; font-family: 'Calibri', sans-serif; min-width: fit-content;">	<p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">
<td colspan="2" style="vertical-align: bottom;"><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">	
<td style="vertical-align: bottom;"><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">	<td style="vertical-align: bottom;"><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">

		
		
<td style="vertical-align:bottom;"> </td>		

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style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td colspan="10" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">For the Nine Months Ended September 30, 2023</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span style="white-space:pre-wrap;min-width:fit-

content;"></p></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">As Previously Reported</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span

Adjustments	As Revised
As Revised	As Revised

 (in thousands) 	 Cost of revenues -
 Subscription 	 \$

215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
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215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	215,944
215,944	

	\$
210,011	
Total cost of revenues	

content;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">256,854</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(<span style="font-size:9.5pt;color:#000000;white-

space:pre-wrap;min-width:fit-content;">5,933</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">250,921</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;white-space:pre-wrap;min-

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5,933	
1,337,394	

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space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">5,933</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(177,775</p></td>

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;min-
width:fit-content;">)</p></td> </tr> <tr
style="height:9pt;background-color:#ffffff;word-
break:break-word;"> <td style="white-space:pre-
wrap;vertical-align:bottom;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Loss before income tax
expense</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p
style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;font-
size:9.5pt;min-width:fit-content;">(<span
style="font-size:9.5pt;color:#000000;white-
space:pre-wrap;min-width:fit-
content;">148,458</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-

align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">5,933</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-

align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(142,525</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Income tax expense</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

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	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(9,575</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td></tr><tr style="height:9pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Net loss</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-

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align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(	
152,100</p></td> <td style="white-space:nowrap;vertical-align:bottom;">	
<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;">	
<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Comprehensive loss	

</p></td>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(159,179</p></td>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-

content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">10,591</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(148,588</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

align:left;">)</p></td> </tr> <tr style="height:9pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Net loss per common share, basic and diluted</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(3.27</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td

	\$	
0.22		
		
		
\$		

align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(**3.06</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)****</p></td> </tr> <tr style="background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">****</p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">****</p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">****</p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-**

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~~family:'Calibri',sans-serif;min-width:fit-content;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Changes to the interim consolidated statements of operations for the three and nine months ended September 30, 2023, as a result of the error, were as follows (in thousands, except per share data):
<span style="color:#000000;white-space:pre-wrap;font-~~

size:10pt;font-family:Times New Roman;min-width:fit-content;"></p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"><tr style="visibility:collapse;"><td style="width:44.042%;box-sizing:content-box;"></td><td style="width:2.099%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:14.554%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:2.099%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:14.554%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:2.099%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:14.554%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Consolidated Statements of Operations and Comprehensive Loss</p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> <td colspan="10" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">For the Three Months Ended September 30, 2023</p></td>																																		
</td>	<tr><td ><="" colspan="11" style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;" td=""></td></tr> <tr><td >="" ><p="" ><span="" <="" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""><td >="" ><p="" ><span="" <="" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""><td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td></td></td></tr> <tr><td >="" ><p="" ><span="" <="" colspan="2" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""><td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td></td></tr>												<td >="" ><p="" ><span="" <="" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""><td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td></td>	<td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td>										<td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td>										
<td >="" ><p="" ><span="" <="" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""><td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td></td>	<td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td>																																	
<td >="" ><p="" ><span="" <="" colspan="9" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td="" td><=""></td>																																		

Adjustments	
As	

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Cost of revenues Subscription	\$73,781

\$	
1,886	(
71,895	

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total cost of revenues</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">87,526</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New

[illegible]

85,640	
Gross profit	
470,031	

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,886</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td

471,917	
Loss from operations	

[illegible]

(	18,556	)
Loss before income tax expense		

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(6,875</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,886</p></td> <td style="white-space:nowrap;vertical-

align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(4,989</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:9pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Net loss</p></td> <td

 	 	 5,463 	 	 	 	

1,886	3,577

Comprehensive loss	
(6,456)	

bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,886</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(<span

4,570	
Net loss per common share, basic and diluted	
\$	

content;">0.11</p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td>	<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td>	<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">0.04</p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>	<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>

\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(0.07</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td></tr><tr><td style="background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

~~align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>~~

family: 'Calibri', sans-serif; min-width: fit-content; " > </p></td> <td style="vertical-align: bottom; "><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> </tr> <tr style="background-color: #ffffff; white-space: pre-wrap; word-break: break-word; "> <td style="vertical-align: bottom; "><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="vertical-align: bottom; "><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td colspan="2" style="vertical-align: bottom; "><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="vertical-align: bottom; "><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="vertical-align: bottom; "><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> </tr>

family:'Calibri',sans-serif;min-width:fit-content;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span							

	For the Nine Months Ended September 30, 2023

As Previously Reported

Adjustments

As Revised	font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center; white-space:pre-wrap;min-width:fit-content;
	font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; white-space:pre-wrap;min-width:fit-content;

Cost of revenues- Subscription	
\$	215,944

space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(5,933</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="font-size:9.5pt;color:#000000;white-

space:pre-wrap;min-width:fit-content;">210,011</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total cost of revenues</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">256,854</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-

<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(5,933</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">250,921</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Gross profit</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="font-size:9.5pt;color:#000000;white-

space:pre-wrap;min-width:fit-content;">1,331,461</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">5,933</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-

align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,337,394</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Loss from operations</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-

183,708	5,933
(	(

177,775	
Loss before income tax expense	

align:left;"> </p></td>
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(148,458</p></td>
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:right;">5,933</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(142,525</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td></tr><tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-

[illegible]

space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">4,658</p></td>
white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(	white-space:pre-wrap;min-width:fit-content;">9,575</p></td>

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;min-
width:fit-content;">)</p></td> </tr> <tr
style="height:9pt;background-color:#ffffff;word-
break:break-word;"> <td style="white-space:pre-
wrap;vertical-align:bottom;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Net loss</p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
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align:bottom;text-align:center;"><p style="font-
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Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;font-
size:9.5pt;min-width:fit-content;">(<span
style="font-size:9.5pt;color:#000000;white-
space:pre-wrap;min-width:fit-
content;">162,691</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;min-

width:fit-content;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">10,591</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-

152, 100	
Comprehensive loss	

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\$	<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(3.27</p>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p>	<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p>	<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="font-size:9.5pt;color:#000000;white-

[illegible]

 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	

bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

`style="white-space:pre-wrap;font-family:'Calibri',sans-serif;min-width:fit-content;"></p></td><td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr></table>73781000-18860007189500087526000-1886000856400004700310001886000471917000-204420001886000-18556000-68750001886000-4989000-54630001886000-3577000-64560001886000-4570000-0.11-0.110.040.04-0.07-0.07215944000-5933000210011000256854000-593300025092100013314610005933000133739400-1837080005933000-177775000-1484580005933000-14252500014233000-46580009575000-16269100010591000-152100000-15917900010591000-148588000-3.27-3.270.220.22-3.06-3.06<p style="font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:justify;">2.Revenues</p><div><p style="margin-left:4.533%;font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:justify;">Disaggregation of Revenue<span style="color:#000000;white-space:pre-wrap;font-weight:bold;font-size:10pt;font-family:Times New`

The Company provides disaggregation of revenue based on geographic region (Note 14) and based on the subscription versus professional services and other classification on the consolidated statements of operations as it believes these best depict how the nature, amount, timing and uncertainty of revenue and cash flows are affected by economic factors.

Deferred Revenue and Deferred Commission Expense

Amounts that have been invoiced are recorded in accounts receivable and deferred revenue or revenue, depending on whether the revenue recognition criteria have been met. Deferred revenue represents amounts billed for which revenue has not yet been recognized. Deferred revenue that will be recognized during the succeeding 12-month period is recorded as current deferred revenue, and

the remaining portion is recorded as long-term deferred revenue. Deferred revenue during the nine months ended September 30, 2024 increased by
\$
45.8<span
style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;"> million resulting from
\$<span
style="font-size:10pt;font-family:Times New Roman;color:#000000;white-space:pre-wrap;min-width:fit-content;">715.5<span
style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;"> million of additional invoicing
and was offset by revenue recognized of
\$<span
style="font-size:10pt;font-family:Times New Roman;color:#000000;white-space:pre-wrap;min-width:fit-content;">669.7<span
style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;"> million during the same
period. \$
<span style="font-size:10pt;font-family:Times New

397.8**million of revenue was****recognized during the****three months ended September****30, 2024 that was included in deferred revenue at****the beginning of the period.****\$****626.9****million of revenue was****recognized during the nine months ended****September 30, 2024 that was included in deferred****revenue at the beginning of the period. As of****September 30, 2024, approximately****\$****939.7****million****million**

~~width:fit-content;">of revenue is expected to be
recognized from remaining performance
obligations for contracts with<span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;"> </p></div><div
style="font-size:10pt;font-family:Times New
Roman;"><p style="font-size:10pt;margin-
top:12pt;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;">original <span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;">performance obligations that
exceed <span style="font-size:10pt;font-
family:Times New Roman;"><span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;">one year<span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;">. The Company expects to
recognize revenue on approximately <span
style="font-size:10pt;font-family:Times New
Roman;color:#000000;white-space:pre-wrap;min-
width:fit-content;">90<span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;">%<span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;"> of these remaining
performance obligations over the next ~~

24 months, with the balance recognized thereafter.

Additional contract liabilities of \$6.4 million and \$4.5

width:fit-content;"> million were included in accrued expenses and other current liabilities on the consolidated balance sheet as of September 30, 2024 and December 31, 2023.

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">

style="text-indent:4.533%;font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">The incremental direct costs of obtaining a contract, which primarily consist of sales and Solutions Partner commissions paid for new subscription contracts, are deferred and amortized on a straight-line basis over a period of approximately two to four years. The

style="font-size:10pt;font-family:Times New Roman;">

style="-sec-ix-hidden:F_1a4e4e76-91ff-45d5-b722-1a6c7d215da3;">

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">two

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;"> to

style="font-size:10pt;font-family:Times New Roman;">

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">four-year

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;"> period has been determined by

taking into consideration the type of product sold, the commitment term of the customer contract, the nature of the Company's technology development life-cycle, and an estimated customer relationship period. Sales and Solutions Partner commissions for upgrade contracts are deferred and amortized on a straight-line basis over the remaining estimated customer relationship period of the related customer. Deferred commission expense that will be recorded as expense during the succeeding 12-month period is recorded as current deferred commission expense, and the remaining portion is recorded as long-term deferred commission expense.

Deferred commission expense during the three months ended September 30, 2024 increased by

<u>\$</u>	<u>26.5</u>	<u>million as a result of deferring incremental costs of obtaining a contract of</u>

space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">\$
57.7 million and was offset by amortization of \$31.2 million during the same period. Deferred commission expense during the nine months ended September 30, 2024 increased by \$63.2 million as a result of deferring incremental costs of obtaining a contract of \$<span style="font-size:10pt;font-family:Times New Roman;color:#000000;white-space:pre-wrap;min-

159.4 million and was offset by amortization of \$96.2 million during the same period.

Disaggregation of Revenue

The Company provides disaggregation of revenue based on geographic region (Note 14) and based on the

subscription versus professional services and other classification on the consolidated statements of operations as it believes these best depict how the nature, amount, timing and uncertainty of revenue and cash flows are affected by economic factors.

Deferred Revenue and Deferred Commission Expense

Amounts that have been invoiced are recorded in accounts receivable and deferred revenue or revenue, depending on whether the revenue recognition criteria have been met. Deferred revenue represents amounts billed for which revenue has not yet been recognized. Deferred revenue that will be recognized during the succeeding 12-month period is recorded as current deferred revenue, and the remaining portion is recorded as long-term deferred revenue. Deferred revenue during the nine months ended September 30, 2024 increased by \$45.8

million resulting from
\$*715.5*
million of additional invoicing and was offset by revenue recognized of
\$*669.7*
million during the same period. *\$*
397.8
million of revenue was recognized during the
three months ended September

30, 2024 that was included in deferred revenue at the beginning of the period.

\$626.9 million of revenue was recognized during the nine months ended September 30, 2024 that was included in deferred revenue at the beginning of the period. As of September 30, 2024, approximately \$939.7 million of revenue is expected to be recognized from remaining performance obligations for contracts with

original performance obligations that exceed **one year**. The Company expects to recognize revenue on approximately **90%** of these remaining performance obligations over the next **24 months**, with the balance recognized thereafter.

Additional contract liabilities of

<u>\$</u>	<u>6.4</u>	<u>million and</u>	<u>\$</u>	<u>4.5</u>	<u>million were included in accrued expenses and other current liabilities on the consolidated balance sheet as of September 30, 2024 and December 31, 2023.</u>

New Roman;min-width:fit-content;">The incremental direct costs of obtaining a contract, which primarily consist of sales and Solutions Partner commissions paid for new subscription contracts, are deferred and amortized on a straight-line basis over a period of approximately two to four years. The
twotofour-yearperiod has been determined by taking into consideration the type of product sold, the commitment term of the customer contract, the nature of the Company's technology development life-cycle, and an estimated customer relationship period. Sales and Solutions Partner commissions for upgrade contracts are deferred and amortized on a straight-line basis over the remaining estimated customer relationship period of the related customer. Deferred commission expense that will be recorded as expense during the succeeding 12-month period is recorded as current

deferred commission expense, and the remaining portion is recorded as long-term deferred commission expense.

Deferred commission expense during the three months ended September 30, 2024 increased by

\$26.5

million as a result of deferring incremental costs of obtaining a contract of

\$57.7

million and was offset by amortization of

width:fit-content;">\$31.2 million during the same period. Deferred commission expense during the nine months ended September 30, 2024 increased by \$63.2 million as a result of deferring incremental costs of obtaining a contract of \$159.4 million and was offset by amortization of \$96.2<span

million during the same period.

45800000715500000669700000397800000626.

3. Net income (Loss) per Share

Basic net income (loss) per share is computed by dividing net income (loss) by the weighted average number of common shares outstanding for the period. Diluted net income (loss) per share is computed by giving effect to all potential dilutive common stock equivalents outstanding for the period. For purposes of this calculation, options to purchase common stock, restricted stock units ("RSUs"), shares issued pursuant to the Employee Stock Purchase Plan ("ESPP"), performance restricted stock units ("PSUs"), and the Conversion Option of the 2025 Notes (the "Conversion Options") (Note 9) are considered to be potential common stock equivalents.

[illegible]

[illegible]

[illegible]

2023	2024	
2024	2025	

2023	
Net income (loss)	
\$	8,146

	\$
	3,577

\$	355
	<i>Calibri</i>
\$	\$

152,100	Weighted-average common shares outstanding — basic
	51,354

font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;	font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;
font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;	font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;
font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;	font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;50,051
font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;	font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;
font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;	

51,017	49,719
51,017	49,719

Dilutive effect of share equivalents resulting from stock options, RSUs, ESPP, PSUs, and the Conversion Options	
	424

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Weighted-average common shares, outstanding — diluted</p></td> <td style="white-space:nowrap;vertical-align:bottom;"></td> </tr>

align:bottom;border-bottom:0.5pt solid #000000;"> <p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">51,778</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="font-size:9.5pt;color:#000000;white-space:pre-

wrap;min-width:fit-content;">50,051</p>
</td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;">
<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">51,017</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;">
<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-space:pre-

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family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="font-
size:9.5pt;color:#000000;white-space:pre-
wrap;min-width:fit-content;">0.16</p>
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align:bottom;border-bottom:2.25pt double
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top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
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bottom:0;text-align:left;"><span style="white-
space:pre-wrap;min-width:fit-content;">
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family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;font-size:9.5pt;min-width:fit-
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wrap;min-width:fit-content;">0.07</p>
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\$	 0.16
 	
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0.07	 	 	
 \$ 	 	 	
 	 	 	

bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(3.06</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> </table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-

width:fit-content;">The Company uses the if-converted method when calculating any potential dilutive effect of the Conversion Options, which assumes conversion of outstanding convertible securities at the beginning of the reporting period or date of issuance, if the convertible security was issued during the period.

style="text-indent:4.533%;font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">Since the Company incurred

net losses for the nine months ended September 30, 2024 and the three and nine months ended September 30, 2023, diluted net loss per share is

the same as basic net loss per share. All of the Company's outstanding stock options,

 </p><p

style="font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times

New Roman;min-width:fit-content;">RSUs, PSUs, and shares issuable under the ESPP, as well as the

Conversion Options were excluded in the calculation of diluted net loss per share as the effect would be anti-dilutive for these periods.

</p><div style="font-size:10pt;font-family:Times New Roman;"><p style="text-indent:4.533%;font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;white-

space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">

space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">The following table contains all potentially dilutive common stock equivalents. </p><p style="text-indent:4.533%;font-size:10pt;margin-top:2pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:60.46%;box-sizing:content-box;"> </td> <td style="width:1.5%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:16.44%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:16.6%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> </tr> <tr style="height:8pt;background-color:#ffffff;white-

space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">As of September 30,</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr></table>

2024	
2023	

</p></td>	<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td>						<td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td>
Options to purchase common shares </td>		 </td>		 </td>		<p style="font-	

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2,020	
Conversion Option of the 2025 Notes	
	1,625

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,625</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">PSUs</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">29</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">—</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">ESPP</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="white-

~~space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">— </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table> </div><p style="text-indent:4.533%;font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">A reconciliation of the denominator used in the calculation of basic and diluted net income (loss) per share is as follows: </p><p style="text-indent:4.533%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td~~

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style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,</p>						style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	
style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;">									
style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">								style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span	

2024	2023
2022	2021
2020	2019
2018	2017
2016	2015
2014	2013
2012	2011
2010	2009
2008	2007
2006	2005
2004	2003
2002	2001
2000	1999
1998	1997
1996	1995
1994	1993
1992	1991
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1988	1987
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1776	1775
1774	1773
1772	1771
1770	1769
1768	1767
1766	1765
1764	1763
1762	1761
1760	1759
1758	1757
1756	1755
1754	1753
1752	

2024	
2023	
Net income (loss)	

bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">8,146</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="color:#000000;white-space:pre-wrap;font-size:9.5pt;min-width:fit-

content;">(3,577</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(355</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(152,100</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New

Roman

Weighted-average common shares outstanding — basic	
51,354	

width:fit-content;">50,051</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">51,017</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">49,719</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Dilutive effect of share equivalents resulting from
— stock options, RSUs, ESPP, PSUs, and the
— Conversion Options</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="font-size:9.5pt;color:#000000;white-

space:pre-wrap;min-width:fit-content;">424</p></td>	white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>	<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td>	<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td>	

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family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">50,051</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p

51,017	49,719

Net income (loss) per share, basic	\$	0.16	

\$	0.07
)	)
\$	\$

family:Times New Roman;margin-bottom:0;text-align:right;">(0.01</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(3.06</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double

)	Net income (loss) per share, diluted	\$	 0.16
 	 	 	

bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(0.07</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span

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content;">(3.06</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> </tr> </table>8146000-3577000-355000-152100000513540005005100051017000497190004.0.07-0.01-3.060.16-0.07-0.01-3.06<p style="text-indent:4.533%;font-size:10pt;margin-top:12pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The following table contains all potentially dilutive common stock equivalents. </p><p style="text-indent:4.533%;font-size:10pt;margin-top:2pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p><table style="margin-left:auto;border-

spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:60.46%;box-sizing:content-box;"> </td> <td style="width:1.5%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:16.44%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:16.6%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"> <p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p> </td> <td style="vertical-align:bottom;"> <p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p> </td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"> <p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> As of September 30, </p> </td> <td style="vertical-align:bottom;border-bottom:0.5pt

solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024</p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New

2023	
(in thousands)	

Roman; margin-bottom: 0; text-align: left; ">Options to purchase common shares</p></td> <td style="white-space: pre-wrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: nowrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: pre-wrap; vertical-align: bottom; text-align: center; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right; ">339</p></td> <td style="white-space: nowrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: pre-wrap; vertical-align: bottom; text-align: center; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right; "> </p></td> <td style="white-space: nowrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td

485	
RSUs	
1,677	

2,020	Conversion Option of the 2025 Notes

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,625</p></td>	
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	
<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	
<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,625</p></td>	

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> </tr> <tr
style="height:10pt;background-color:#ffffff;word-
break:break-word;"> <td style="white-space:pre-
wrap;vertical-align:bottom;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">PSUs</p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
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bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">29</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">ESPP</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-

width:fit-content;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table>33900048500016770002020000162500016. style="font-size:10pt;margin-top:10pt;font-

family:Times New Roman;margin-bottom:0;text-align:left;">4. Fair Value of Financial Instruments</p><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The Company measures certain financial assets at fair value. Fair value is determined based upon the exit price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants, as determined by either the principal market or the most advantageous market. Inputs used in the valuation techniques to derive fair values are classified based on a three-level hierarchy, as follows:</p><div class="item-list-element-wrapper" style="margin-left:4.537%;display:flex;margin-top:10pt;justify-content:flex-start;align-items:baseline;margin-bottom:0;min-width:4.537%;text-align:left;">•<div style="width:100%;display:inline;">Level 1 — Quoted prices in active markets for identical assets or liabilities.

•

Level 2 — Observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets with insufficient volume or infrequent transactions (less active markets); or model-derived valuations in which all significant inputs are observable or can be derived principally from or corroborated by observable market data for substantially the full term of the assets or liabilities.

•

width:fit-content;">Level 3 — Unobservable inputs to the valuation methodology that are significant to the measurement of fair value of assets or liabilities.</div></div><div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The following table details the fair value measurements within the fair value hierarchy of the Company's financial assets and liabilities at September 30, 2024 and December 31, 2023:
 </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:48.329%;box-sizing:content-box;"></td> <td style="width:1.381%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.628%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.261%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.628%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td>

[illegible]

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Level 2			
Level 3			

Total	</p>
	<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;text-align:left;"></p>
</p>	<td colspan="14" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;text-align:center;">(in thousands)</p>
	<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;text-align:center;"></p>

size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Cash equivalents and investments:</p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>

content;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-

align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Money market funds</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">15,211</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-

 	 \$
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align:left;">Commercial paper</p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
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<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
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</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</p></td> <td

12,008	
—	

bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">12,008</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Corporate bonds</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">275,485</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">— </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="color:#000000;white-space:pre-wrap;min-

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align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">119,140</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-

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	119,140

family:Times New Roman;margin-bottom:0;text-align:left;">U.S. Treasury securities</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-

width:fit-content;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,288,410</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-

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space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">12,703</p></td>	white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>	white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

12,703	
Restricted cash:	

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	4,053

style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p

style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">4,053</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total assets</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="color:#000000;white-

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12,703	
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space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,727,010</p></td>
<td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</p></td></tr><tr style="background-color:#cff0fc;white-space:pre-wrap;word-break:break-word;"><td style="text-indent:10pt;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</p></td><td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">
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Accrued expenses and other current liabilities:		

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size:10pt;margin-top:0;font-family:Times New
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bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">766</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-

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766	Total liabilities	\$

family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">766</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-

	

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New Roman;min-width:fit-content;"> </p>
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spacing:0;table-layout:fixed;width:90.0%;border-
collapse:separate;margin-right:auto;"> <tr
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style="width:48.329%;box-sizing:content-box;">
</td> <td style="width:1.381%;box-sizing:content-
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style="width:9.628%;box-sizing:content-box;">
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Level 2	Level 3
Level 3	

Total	(in thousands)
Total	(in thousands)

Cash equivalents and investments:			

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~~break:break-word;"><td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Money market funds</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">20,003</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-~~

	
\$	<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—
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indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Commercial paper</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

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width:fit-content;">	style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">237,406
</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-	

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237,406	
U.S. Government agency securities	—

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—	122,758

align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">U.S. Treasury securities</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">960,763</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">960,763</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Strategic investments</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">

[illegible]

align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">13,159</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-

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Restricted cash:	

[illegible]

family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Money market funds</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>

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4,053	Total	\$

[illegible]

<p></p>	\$
	<p></p>
	13,159
	<p></p>
	<p></p>
	<p></p>

1,371,646

The Company considers all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents. The fair value of the Company's investments in certain money market funds is their face value and such instruments are classified as Level 1 and are included in cash and cash equivalents on the consolidated balance sheets. At September 30, 2024 and December 31, 2023, Level 2 securities were priced by pricing vendors. These pricing vendors utilize the most recent observable market information in pricing these securities or, if specific prices are not available for these securities, use other observable inputs like market transactions involving identical or comparable

securities. Certain non-marketable investments measured at fair value on a non-recurring basis are classified as Level 3 as their fair value measurements may include a combination of observable and unobservable inputs.

Foreign currency derivative assets and liabilities are classified as Level 2 and are valued using observable inputs, such as quotations on forward and spot rates for currencies, interest rates and credit derivative market rates.

As of September 30, 2024, the fair value of the 2025 Notes was

\$864.2

million. The fair value was determined based on the quoted price of the 2025 Notes in an inactive market on the last trading day of the reporting period and has been classified as Level 2 within the fair value hierarchy.

For certain other financial instruments, including accounts receivable, accounts payable, and other current liabilities, the carrying amounts approximate their fair value due to the relatively short maturity of these balances.

Restricted cash is comprised of money market funds related to landlord guarantees for leased facilities. These restricted cash balances have been excluded from our cash and cash equivalents balance on our consolidated balance sheets.

Strategic

investments that consist of non-controlling equity investments without readily determinable fair values in privately held companies for which the Company does not have the ability to exercise significant influence are measured under the measurement alternative method. These investments are accounted for under the cost method of accounting. Under the cost method of accounting, the non-marketable equity securities are carried at cost less any impairment, plus or minus adjustments resulting from observable price changes in orderly transactions for the identical or a similar investment of the same issuer, which is recorded within the statement of operations. The Company holds

<u>\$</u>	<u>63.7</u>	<u>million of strategic investments without readily determinable fair values at September 30, 2024 and</u>
<u>\$</u>	<u>41.1</u>	<u>million</u>

of strategic investments without readily determinable fair values at December 31, 2023. These investments are included in other assets on the consolidated balance sheets.

In the nine months ended September 30, 2024, the Company adjusted the fair value of its strategic investments and recognized a gain of \$18.6 million and also recorded an impairment of the carrying value of its strategic investments of \$4.1 million, resulting in a net gain

of \$14.5 million, which is reported in the consolidated statements of operations as other income. There were no adjustments to the carrying value of the strategic investments resulting from impairments or observable price changes in the three and nine months ended September 30, 2023.

The following tables summarize the composition of our short- and long-term investments at September 30, 2024 and December 31, 2023.

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Cost</p></td> <td style="vertical-align:bottom;border-

	
	
Unrealized
Gains</p>	
	
Unrealized
Losses</p>	

Aggregate	Fair Value
Aggregate	Fair Value

(in thousands)	Commercial paper	\$	

[illegible]

$\frac{10,516}{10}$	$\frac{10,516}{10}$

align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Corporate bonds</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">274,178</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-space:pre-

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275,485	U.S. Government agency securities

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">118,597</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="color:#000000;white-space:pre-wrap;min-

[illegible]

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</p></td>	</tr>	<tr style="height:10pt;background-color:#ffffff;word-break:break-word;">	<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">U.S. Treasury securities</p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">	</p></td>	<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	</p></td>
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bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,287,149</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,293</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-

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white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; white-space:pre-wrap;min-width:fit-content;	white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;

	1,288,410		
	<td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"> Total </td><td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;text-align:center;"> </td>	Total	
			

\$	1,690,440	3,265

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align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)	align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span

style="white-space:pre-wrap;min-width:fit-content;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,693,551</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr></table><p style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:49.75%;box-sizing:content-box;"></td> <td style="width:1.2%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.0620000000000001%;box-

sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.2%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.062000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.2%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.062000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.2%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.262%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="14" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New

December 31, 2023	
Times New Roman	
Times New Roman	
Amortized	Cost

align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Unrealized
Gains</p></td>	
	vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">
	vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Unrealized
Losses</p></td>	vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">

content;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Aggregate
Fair Value</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="14" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span style="color:#000000;white-space:pre-

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\$	\$

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[illegible]

422	678
422	678

237,406	U.S. Government agency securities
237,406	U.S. Government agency securities

align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">122,414</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">	
</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
width:fit-content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">520</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-	

content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(176</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-

122,758	
U.S. Treasury securities	

	
</p></td>	<p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">1,087</p></td>
	<span style="white-space: pre-

	273

954,271	
Total	\$

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style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(1,127</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New

Roman; margin-bottom: 0; text-align: left; ">\$</p></td> <td style="white-space: pre-wrap; vertical-align: bottom; border-bottom: 2.25pt double #000000; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">1,325,948</p></td> <td style="white-space: nowrap; vertical-align: bottom; border-bottom: 2.25pt double #ffffff03;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td> </tr></table></div><p style="text-indent: 4.533%; font-size: 10pt; margin-top: 10pt; font-family: Times New Roman; margin-bottom: 0; text-align: left;">For all of our securities for which the amortized cost basis was greater than the fair value at September 30, 2024, the Company has concluded that there is no plan to sell the security nor is it more likely than not that the Company would be required to sell the security before its anticipated recovery. The Company further assesses whether the decline in fair value below amortized cost is due to credit or non-credit related factors by considering the extent to which fair value is less than amortized cost, credit ratings, the financial health of the industry and sector of the issuer, the overall risk profile of the securities, overall macroeconomic conditions, and

more. As of September 30, 2024, no allowance for credit losses in investments was recorded.

Contractual Maturities

The contractual maturities of short-term and long-term investments held at September 30, 2024 and December 31, 2023 are as follows:

box;"></td> <td style="width:1.34%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.2380000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.34%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.2380000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.34%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.2380000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span style="color:#000000;white-space:pre-wrap;font-

[illegible]

 	 Amortized 	
 	 	
 	 	
 	 	

Amortized	Cost Basis
Aggregate	Fair Value

[illegible]

	<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Due within one year </p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,526,159</p></td><td style="white-space nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td>

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1,000,447	
\$	1,000,245

Roman; margin-bottom: 0; text-align: left; ">Due after 1 year through 2 years</p></td> <td style="white-space: pre-wrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: pre-wrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: center; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right; ">164,281</p></td> <td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #ffffff03; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: pre-wrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; ">

 	165,623

324,599	325,703
324,599	325,703

indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,690,440</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">

\$	1,693,551
\$	

1,325,046	
\$	
1,325,948	

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<td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;">	
Level 1	
<td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;">	
	
<td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;">	
Level 2	

Level 3	Total

	<td style="vertical-align:bottom;"> </td> <td style="vertical-align:bottom;text-align:center;"> </td> <td colspan="14" style="vertical-align:bottom;text-align:left;"> (in thousands) </td> <td style="vertical-align:bottom;text-align:left;"> </td>			(in thousands)														
<td style="vertical-align:bottom;"> </td>																		

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bottom:0;text-align:left;">
</p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

align:left;"><span style="-sec-ix-
hidden:F_32c3e67c-4b48-4c78-a99a-
99ccaa73e041;"><span style="-sec-ix-
hidden:F_3b953ac7-e908-4ec6-a59c-
41bbf06e778f;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Money market funds
</p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="white-
space:nowrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;min-
width:fit-content;">\$</p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">15,211</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span style="white-
***space:pre-wrap;min-width:fit-content;"> ***

</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;">

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align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">12,008</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Corporate bonds</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> </tr>

—	275,485

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
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align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">—</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
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space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span style="white-
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align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">275,485</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">U.S. Government agency securities</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">119,140</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="color:#000000;white-space:pre-wrap;min-

width:fit-content;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">119,140</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">U.S.

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1,288,410	Strategic investments

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align:left;"> </p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">12,703</p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>
<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">12,703</p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

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align:right;"> </p></td>	<td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>
<td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>	<td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>
<td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>	<td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>
<td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>	<td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>
<td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>	<td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>

top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">
</p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Money market funds</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="color:#000000;white-space:pre-wrap;min-

width:fit-content;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">4,053</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-space:pre-

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4,053	
Total assets	
\$	
15,211	

align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">	td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$	td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,699,096	td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">

	\$
12,703	

family:Times New Roman;margin-bottom:0;text-align:right;">1,727,010</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="background-color:#cff0fc;white-space:pre-wrap;word-break:break-word;"> <td style="text-indent:10pt;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>

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</p></td><td> <p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"></p></td> </td>	<p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"></p></td>
<td style="vertical-align: bottom;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">Accrued expenses and other current liabilities:</p></td><td style="vertical-align: bottom; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"></p></td><td colspan="2" style="vertical-align: bottom; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"></p></td><td style="vertical-align: bottom; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"></p></td><td style="vertical-align: bottom; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"></p></td>	

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<p style=	<span style= "white-space <pre-wrap;min-width:fit-content;">< span=""></pre-wrap;min-width:fit-content;"><>
	Foreign currency derivative liabilities
<span style=	<span style= \$

align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">766</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

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<td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td>
<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;">
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<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>
<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td>
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766	
Total liabilities	\$
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\$	—
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align:right;">766</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

</tr> </table><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p>

<p style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p>

<table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:48.329%;box-sizing:content-box;">

</td> <td style="width:1.381%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.628%;box-sizing:content-box;">

</td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.261%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td>

<td style="width:9.628%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.261%;box-sizing:content-box;"></td> <td

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space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Level 1</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Level

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style="color:#000000;white-space:pre-wrap;min-width:fit-content;">Cash equivalents and investments:</p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>

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<p style="margin-left: 10pt; text-indent: 0; font-size: 10pt; margin-top: 0; font-	

family:Times New Roman;margin-bottom:0;text-align:left;">Money market funds</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">20,003</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="white-

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">—</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">—</p></td> <td

	
\$	20,003

[illegible]

[illegible]

	13,504	
	Corporate bonds	

—	237,406
—	237,406

align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">237,406</p></td> <td style="white-space:nowrap;vertical-align:bottom;">	

[illegible]

space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td>	white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">122,758</p></td>	white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

[illegible]

space:pre-wrap;min-width:fit-content;">U.S.
Treasury securities</p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
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family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">—</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
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</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-

960,763	
—	

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
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align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">960,763</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> </tr> <tr
style="height:10pt;background-color:#cff0fc;word-
break:break-word;"> <td style="text-
indent:10pt;white-space:pre-wrap;vertical-
align:bottom;"><p style="margin-left:10pt;text-
indent:0;font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">Strategic
investments</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span style="white-
space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-

[illegible]

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">13,159</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">13,159</p></td><td>

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> </tr> <tr
style="height:10pt;background-color:#ffffff;white-
space:pre-wrap;word-break:break-word;"> <td
style="vertical-align:bottom;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Restricted cash:</p>
</td> <td style="vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span style="white-
space:pre-wrap;min-width:fit-content;">
</p></td> <td colspan="2" style="vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td colspan="2"
style="vertical-align:bottom;text-align:center;"><p
style="font-size:10pt;margin-top:0;font-

[illegible]

align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Money market funds</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

[illegible]

align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td></tr></table>

4,053	
Total	
\$	20,003

		\$	1,338,484	

\$	13,159
\$	\$

1,371,646

15211000152110001200800012008000275

The following tables summarize the composition of our short- and long-term investments at September 30, 2024 and December 31, 2023.

[illegible]

September 30, 2024	Amortized Cost
	Amortized Cost

Unrealized	Gains
Unrealized	Losses

[illegible]

(in thousands)	
	Commercial paper
	\$
	10,516

	white-space: pre-wrap; vertical-align: bottom; font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; 	white-space: nowrap; vertical-align: bottom; font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; \$	white-space: pre-wrap; vertical-align: bottom; text-align: center; font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right; —	white-space: nowrap; vertical-align: bottom; font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; 	white-space: pre-wrap; vertical-align: bottom; font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; 	white-space: nowrap; vertical-align: bottom; font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; \$	white-

—	\$
10,516	

Corporate bonds	
	274,178

bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,386</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(79</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;min-

275,485	U.S. Government agency securities

[illegible]

	white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; white-space:pre-wrap;min-width:fit-content; white-space:nowrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; min-width:fit-content; white-space:pre-wrap;vertical-align:bottom;text-align:center; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right; color:#000000;white-space:pre-wrap;min-width:fit-content;(color:#000000;white-space:pre-wrap;min-width:fit-content;43color:#000000;min-width:fit-content;)color:#000000;min-width:fit-content; white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; white-space:pre-wrap;min-width:fit-content; white-space:nowrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; min-width:fit-content;

119,140	
U.S. Treasury securities	

1,287,149	
1,293	

align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(32</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p

1,288,410	
Total	\$

1,690,440</p>	
</p>	</p>
<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td>	\$</p></td>
3,265</p>	<span style="min-

 </p>	\$</p>
(154</p>	)</p>
</p>	</p>

size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,693,551</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr></table><p style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:49.75%;box-sizing:content-box;"></td> <td style="width:1.2%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.062000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.2%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-

~~**box;"></td> <td**~~
~~**style="width:9.062000000000001%;box-**~~
~~**sizing:content-box;"></td> <td**~~
~~**style="width:1%;box-sizing:content-box;"></td>**~~
~~**<td style="width:1.2%;box-sizing:content-box;"**~~
~~**</td> <td style="width:1%;box-sizing:content-**~~
~~**box;"></td> <td**~~
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~~**<td style="width:1.2%;box-sizing:content-box;"**~~
~~**</td> <td style="width:1%;box-sizing:content-**~~
~~**box;"></td> <td style="width:10.262%;box-**~~
~~**sizing:content-box;"></td> <td**~~
~~**style="width:1%;box-sizing:content-box;"></td>**~~
~~**</tr> <tr style="height:8pt;background-**~~
~~**color:#ffffff;white-space:pre-wrap;word-**~~
~~**break:break-word;"> <td style="vertical-**~~
~~**align:bottom;"><p style="font-size:8pt;margin-**~~
~~**top:0;font-family:Times New Roman;margin-**~~
~~**bottom:0;text-align:left;"><span style="white-**~~
~~**space:pre-wrap;min-width:fit-content;"> **~~
~~**</p></td> <td style="vertical-align:bottom;text-**~~
~~**align:center;"><p style="font-size:8pt;margin-**~~
~~**top:0;font-family:Times New Roman;margin-**~~
~~**bottom:0;text-align:right;"><span style="white-**~~
~~**space:pre-wrap;min-width:fit-content;"> **~~
~~**</p></td> <td colspan="14" style="vertical-**~~
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~~**#000000;text-align:left;"><p style="font-**~~
~~**size:8pt;margin-top:0;font-family:Times New**~~
~~**Roman;margin-bottom:0;text-align:center;"><span**~~
~~**style="color:#000000;white-space:pre-wrap;font-**~~
~~**weight:bold;min-width:fit-content;">December 31,**~~
~~**2023</p></td> <td style="vertical-**~~

~~align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Amortized
Cost</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span style="white-space:pre-wrap;min-width:fit-~~

Unrealized Gains	
Unrealized Losses	Unrealized Losses

	Aggregate	Fair Value
		(in thousands)

Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Commercial paper</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">11,513</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

	
 \$	—
 	
 \$	

width:fit-content;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">11,513</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Corporate bonds</p>

237,662	

422	678
422	678

	237,406
	U.S. Government agency securities

122,414	
	</p>
	</p>
	</p>
520	
	</p>
	</p>
	</p>

	
 	)(176
)	
 	

122,758	
U.S. Treasury securities	
953,457	

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,087</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(273</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">954,271</p></td> <td>

style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total</p></td> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,325,046</p></td> <td

style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">2,029</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">(
<span style="color:#000000;white-space:pre-
wrap;min-width:fit-content;">1,127</p>
</td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-content;">)
</p></td> <td style="white-space:pre-
wrap;vertical-align:bottom;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="white-
space:nowrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-

~~bottom:2.25pt double #000000;text-align:center;">~~
~~<p style="font-size:10pt;margin-top:0;font-~~
~~family:Times New Roman;margin-bottom:0;text-~~
~~align:right;"><span style="color:#000000;white-~~
~~space:pre-wrap;min-width:fit-~~
~~content;">1,325,948</p></td> <td~~
~~style="white-space:nowrap;vertical-~~
~~align:bottom;border-bottom:2.25pt double~~
~~#ffffff03;"><p style="font-size:10pt;margin-~~
~~top:0;font-family:Times New Roman;margin-~~
~~bottom:0;text-align:left;"><span style="min-~~
~~width:fit-content;"> </p></td> </tr>~~
~~</table>10516000105160002741780001386000790~~
~~style="text-indent:4.533%;font-size:10pt;margin-~~
~~top:10pt;font-family:Times New Roman;margin-~~
~~bottom:0;text-align:left;"><span~~
~~style="color:#000000;white-space:pre-wrap;font-~~
~~size:10pt;font-family:Times New Roman;min-~~
~~width:fit-content;">The contractual maturities of~~
~~short-term and long-term investments held at~~
~~<span style="color:#000000;white-~~
~~space:pre-wrap;font-size:10pt;font-family:Times~~
~~New Roman;min-width:fit-content;">September 30,~~
~~2024 and December 31, 2023 are as follows:~~
~~</p> <table style="margin-~~
~~left:auto;border-spacing:0;table-~~
~~layout:fixed;width:90.0%;border-~~
~~collapse:separate;margin-right:auto;"> <tr~~
~~style="visibility:collapse;"> <td~~
~~style="width:43.371%;box-sizing:content-box;">~~
~~</td> <td style="width:1.34%;box-sizing:content-~~
~~box;"></td> <td style="width:1%;box-~~
~~sizing:content-box;"></td> <td~~
~~style="width:12.558%;box-sizing:content-box;">~~
~~</td> <td style="width:1%;box-sizing:content-~~

box;"></td> <td style="width:1.34%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.2380000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.34%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.2380000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.34%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.2380000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span style="color:#000000;white-space:pre-wrap;font-

[illegible]

	Amortized Cost Basis	
	Aggregate Fair Value	

Amortized	Cost Basis
Aggregate	Fair Value

[illegible]

thousands)

font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center; white-space:pre-wrap;min-width:fit-content;	height:10pt;background-color:#cff0fc;word-break:break-word; white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; color:#000000;white-space:pre-wrap;min-width:fit-content; Due within one year
font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; white-space:pre-wrap;min-width:fit-content;	white-space:nowrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; color:#000000;min-width:fit-content; \$
white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; min-width:fit-content;	white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right; color:#000000;white-space:pre-wrap;min-width:fit-content; 1,526,159
white-space:nowrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; min-width:fit-content;	

	
\$	1,527,928

1,000,447	
1,000,245	

Roman; margin-bottom: 0; text-align: left; ">Due after 1 year through 2 years</p></td> <td style="white-space: pre-wrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: pre-wrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: center; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right; ">164,281</p></td> <td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #ffffff03; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: pre-wrap; vertical-align: bottom; "><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left; "> </p></td> <td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; ">

 	165,623

324,599		
325,703		

indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,690,440</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">

	\$
	1,693,551

1,325,046	
\$	1,325,948

width:fit-content;"></p></td></tr>
</table>15261590001527928000100044700010002
style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">5. Restricted Cash</p>
<div style="font-size:10pt;font-family:Times New Roman;"><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The following table provides a reconciliation of cash, cash equivalents, and restricted cash reported within the consolidated balance sheets that sum to the total of the same such amounts shown in the statement of cash flows for the nine months ended September 30, 2024 and 2023.</p>
<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p>
<table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"><tr style="visibility:collapse;"><td style="width:47.788%;box-sizing:content-box;"></td><td style="width:1.111%;box-sizing:content-box;"></td><td style="width:1%;box-

sizing:content-box;"></td> <td style="width:14.67%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.111%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:14.669999999999998%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.111%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:13.5360000000000001%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">September 30, 2024</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid

#ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">September 30, 2023</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">December 31, 2023</p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	
 	

Cash and cash equivalents	
	\$
410,060	
	\$

535,545</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">387,987</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-

wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Restricted cash, included other assets</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">4,053</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-

content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,153</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-

4,053	
Total cash, cash equivalents, and restricted cash	\$

414, 113	
	\$
538, 698	

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">392,040</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr></table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The following table provides a reconciliation of cash, cash equivalents, and

restricted cash reported within the consolidated balance sheets that sum to the total of the same such amounts shown in the statement of cash flows for the

nine months ended September 30, 2024 and 2023.

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">

||
||
||

color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">September 30, 2024</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">September 30,

[illegible]

	(in thousands)	
Cash and cash equivalents		\$

bottom:0;text-align:right;">410,060</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">535,545</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

[illegible]

[illegible]

3,153	4,053

Total cash, cash equivalents, and restricted cash	
\$	
414,113	

bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-content;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double
#000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">538,698</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-content;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-

**bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">392,040</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr>
</table>41006000053554500038798700040530003
style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">6. Derivatives</p><p style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Cash flow hedges</p><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The Company enters into foreign currency forward contracts to reduce the risk of variability in future cash flow due to foreign currency exchange rate fluctuation from certain forecasted revenue transactions billed in**

currencies other than the U.S. Dollar. These transactions are designated as cash flow hedges. The foreign currency forward contracts have maturities 12 months or less. Hedge effectiveness is assessed at inception and at each reporting period utilizing statistical regression analysis. The derivatives are subject to master netting arrangements and are disclosed on a gross basis on the consolidated balance sheets. Unrealized foreign exchange gains or losses related to those designated cash flow hedge contracts are recorded in accumulated other comprehensive income ("AOCI") and are reclassified into revenues in the same periods when the hedged transactions are recognized in earnings. Cash flows from the settlement of these forward contracts are classified as operating activities on the consolidated statements of cash flows. As of September 30, 2024

, the Company had designated cash flow hedge forward contracts with notional amounts equivalent to \$

28.1

 million.

</p><div style="font-size:10pt;font-family:Times New Roman;"><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-

bottom:0;text-align:left;">The following summarizes the fair value of derivative financial instruments as of
September 30, 2024 and December 31, 2023:

</p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:63.66%;box-sizing:content-box;">
</td> <td style="width:1.1%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:14.62%;box-sizing:content-box;">
</td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td>
<td style="width:14.62%;box-sizing:content-box;">
</td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td>
<td style="width:14.62%;box-sizing:content-box;">
</td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-space:pre-wrap;min-width:fit-

content;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">As of September 30, 2024</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">As of December 31, 2023</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span

</p></td><td style="height: 8pt; background-color: #ffffff; white-space: pre-wrap; word-break: break-word;"><td style="vertical-align: bottom;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="vertical-align: bottom;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td colspan="8" style="vertical-align: bottom; text-align: left;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;">(in thousands)</p></td></tr><tr style="height: 9pt; background-color: #c0c0c0; white-space: pre-wrap; word-break: break-word;"><td style="vertical-align: bottom;"><p style="font-size: 9.5pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">Accrued expenses and other current liabilities</p></td><td style="vertical-align: bottom;"><p style="font-size: 9.5pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"><span

Cash flow hedges	
\$	
766	

	\$	—	
			Total

bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">766</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-

bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:9.5pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">—
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
**space:pre-wrap;min-width:fit-content;"> **
</p></td> </tr> </table><p style="text-
indent:4.667%;font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;font-size:10pt;font-family:Times New
Roman;min-width:fit-content;"> </p>
</div><div style="font-size:10pt;font-family:Times
New Roman;"><p style="text-indent:4.667%;font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;">The following table presents
the activity of foreign currency forward contracts
designated as hedging instruments and the impact
**of these derivatives on AOCL:
<span**
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;"> </p> <table

~~style="margin-left:auto;border-spacing:0;table-~~
~~layout:fixed;width:80.0%;border-~~
~~collapse:separate;margin-right:auto;"><tr~~
~~style="visibility:collapse;"><td~~
~~style="width:63.734%;box-sizing:content-box;">~~
~~</td><td style="width:1.25%;box-sizing:content-~~
~~box;"></td><td style="width:1%;box-~~
~~sizing:content-box;"></td><td~~
~~style="width:15.846%;box-sizing:content-box;">~~
~~</td><td style="width:1%;box-sizing:content-~~
~~box;"></td><td style="width:1.25%;box-~~
~~sizing:content-box;"></td><td~~
~~style="width:1%;box-sizing:content-box;"></td>~~
~~<td style="width:13.922%;box-sizing:content-~~
~~box;"></td><td style="width:1%;box-~~
~~sizing:content-box;"></td></tr><tr~~
~~style="height:8pt;background-color:#ffffff;white-~~
~~space:pre-wrap;word-break:break-word;"><td~~
~~style="vertical-align:bottom;"><p style="font-~~
~~size:8pt;margin-top:0;font-family:Times New~~
~~Roman;margin-bottom:0;text-align:left;"><span~~
~~style="white-space:pre-wrap;min-width:fit-~~
~~content;"></p></td><td style="vertical-~~
~~align:bottom;"><p style="font-size:8pt;margin-~~
~~top:0;font-family:Times New Roman;margin-~~
~~bottom:0;text-align:left;"><span style="white-~~
~~space:pre-wrap;min-width:fit-content;">~~
~~</p></td><td colspan="6" style="vertical-~~
~~align:bottom;border-bottom:0.5pt solid~~
~~#000000;text-align:left;"><p style="font-~~
~~size:8pt;margin-top:0;font-family:Times New~~
~~Roman;margin-bottom:0;text-align:center;"><span~~
~~style="color:#000000;white-space:pre-wrap;font-~~
~~weight:bold;min-width:fit-content;">Nine Months~~
~~Ended September 30,</p></td><td~~

~~style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2"~~

2023	
	(in thousands)

Beginning balance at January 1, 2024	
	\$
	—

\$	
—	
Net losses recognized in other comprehensive income, net of tax	

align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,245</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#ffffff;word-

~~break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> Net losses reclassified from AOCI to earnings</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(310</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Net losses reclassified from AOCI to earnings</p></td>~~

align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"> <p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">— </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"> <p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:9pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Ending balance at September 30, 2024</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

\$	935
	
\$	\$

family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr></table></div><p style="text-indent:4.667%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p><div style="font-size:10pt;font-family:Times New Roman;"><p style="text-indent:4.667%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">The effect of hedges on the consolidated statements of operations was as follows: </p><p style="text-indent:4.667%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"> <tr

~~style="visibility:collapse;"><td~~
~~style="width:43.75%;box-sizing:content-box;">~~
~~</td><td style="width:2.5%;box-sizing:content-~~
~~box;"></td><td style="width:1%;box-~~
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~~space:pre-wrap;min-width:fit-content;">~~
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~~New Roman;margin-bottom:0;text-align:left;">~~
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~~content;"></p></td><td colspan="6"~~

Three Months Ended September 30,	
Nine Months Ended September 30,	

size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2023</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times

New Roman		
	2024	
	2023	

</p></td></tr><tr style="height:9pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Losses reclassified from AOCI related to cash flow hedges</p></td><td style="vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New	

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size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> </tr> <tr style="height:9pt;word-break:break-word;"> <td style="background-color:#cff0fc;text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Revenue</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;"><p style="font-

size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(254</p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

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</td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table> </div><p style="text-indent:4.667%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-

content;"></p><p style="text-indent:4.667%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">As of September 30, 2024, the Company estimates the net amount of unrealized gain (losses) before tax on the foreign currency contracts expected to be reclassified into revenue over the next 12 months is approximately \$0.3 million.</p>28100000<p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The following summarizes the fair value of derivative financial instruments as ofSeptember 30, 2024 and December 31, 2023:
<span style="color:#000000;white-space:pre-wrap;font-

size:10pt;font-family:Times New Roman;min-width:fit-content;"> </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:63.66%;box-sizing:content-box;"> </td> <td style="width:1.1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:14.62%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:14.62%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span

As of September 30, 2024	
As of December 31, 2023	
As of September 30, 2024	
As of December 31, 2023	

 	 	 (in thousands) 									
 		 Accrued expenses and other current liabilities 	 	 		 					

	
	
	
Cash flow hedges	
	

space:pre-wrap;min-width:fit-content;">
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align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:9.5pt;margin-top:0;font-
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content;">766</p></td> <td style="white-
space:nowrap;vertical-align:bottom;border-
bottom:0.5pt solid #ffffff03;"><p style="font-
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bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="font-
size:9.5pt;color:#000000;white-space:pre-
wrap;min-width:fit-content;">766</p>
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align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:9.5pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
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bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:9.5pt;margin-top:0;font-
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align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:9.5pt;margin-
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</p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"><tr style="visibility:collapse;"><td style="width:63.734%;box-sizing:content-box;"></td><td style="width:1.25%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:15.846%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-~~

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2024	2023

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family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

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top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;">
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<p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
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~~*indent:4.667%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">The effect of hedges on the consolidated statements of operations was as follows: </p><p style="text-indent:4.667%;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"><tr style="visibility:collapse;"><td style="width:43.75%;box-sizing:content-box;"></td><td style="width:2.5%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:11.274999999999999%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:1.25%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:9.225%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:1.25%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:10.325%;box-sizing:content-box;"></td><td*~~

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style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">
 </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2023</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times

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space:pre-wrap;min-width:fit-content;">
</p></td> <td colspan="2" style="vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
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style="white-space:pre-wrap;min-width:fit-
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align:bottom;text-align:center;"><p style="font-
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align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
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style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
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style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td colspan="2" style="vertical-
align:bottom;text-align:center;"><p style="font-
size:9.5pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span

style="white-space:pre-wrap;min-width:fit-content;"> </p></td> <td style="vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> </tr> <tr style="height:9pt;word-break:break-word;"> <td style="background-color:#cff0fc;text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Revenue</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(<span style="font-

size:9.5pt;color:#000000;white-space:pre-wrap;min-width:fit-content;">254</p>
</td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New

Roman	
margin-bottom:0;text-align:left;	
style="white-space:pre-wrap;min-width:fit-content;"	
</p></td><td	
style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"	
<p	
style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"	
><span style="color:#000000;min-width:fit-content;"	
>\$</p></td><td	
style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"	
><p	
style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"	
><span style="color:#000000;white-space:pre-wrap;font-size:9.5pt;min-width:fit-content;"	
>(<span style="font-size:9.5pt;color:#000000;white-space:pre-wrap;min-width:fit-content;"	
>310</p></td><td	
style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"	
><p	
style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"	
><span style="color:#000000;min-width:fit-content;"	
>)</p></td><td	
style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"	
><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"	
><span style="white-space:pre-wrap;min-width:fit-content;"	
></p></td><td	
style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"	
><p	
style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"	
><span style="color:#000000;min-	

width:fit-content;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:9.5pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table>-254000-310000300000<p style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">7. Property and Equipment</p><div style="font-size:10pt;font-family:Times New Roman;"><p style="margin-left:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Property and equipment consists of the following:
 </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td

[illegible]

	</p>	December 31, 2023</p>		</p>
</p>	</p>	<span		

(in thousands)	 	
<td style="white-space:pre-wrap;vertical-align:bottom;"> Computer equipment and purchased software </td> <td style="white-space:pre-wrap;vertical-align:bottom;"> </td>	Computer equipment and purchased software	
\$	17,080	

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">16,395</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Employee related computer equipment</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">60,064</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">50,018</p></td><td>

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> </tr> <tr
style="height:10pt;background-color:#cff0fc;word-
break:break-word;"> <td style="white-space:pre-
wrap;vertical-align:bottom;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Furniture and fixtures
</p></td> <td style="white-space:pre-
wrap;vertical-align:bottom;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="white-
space:nowrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">21,062</p></td> <td
style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p

style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">20,666</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Leasehold improvements</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">113,709</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">112,714</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr>

Internal-use software	
	66,357

align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">48,894</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Construction in progress</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-

bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">160</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-

break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total property and equipment</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">278,432</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">248,687</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Less: accumulated depreciation</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-

bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(167,482</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(145,356</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Property and equipment, net</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">110,950</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">103,331</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr></table></div>Depreciation and amortization expense on property and equipment was \$<span style="font-

size:10pt;font-family:Times New Roman;color:#000000;white-space:pre-wrap;min-width:fit-content;">7.8 million for the three months ended September 30, 2024, \$21.9 million for the nine months ended September 30, 2024, \$7.7 million for the three months ended September 30, 2023, and \$21.8<span style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-

width:fit-content;"> million for the nine months ended September 30, 2023.<p style="margin-left:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Property and equipment consists of the following:
 </p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"><tr style="visibility:collapse;"><td style="width:58.148%;box-sizing:content-box;"></td><td style="width:1.54%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:17.137%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:1.54%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:17.636%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span

	September 30, 2024	
<p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;"></p>	</p>	
<p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;">December 31, 2023</p>	December 31, 2023</p>	

[illegible]

align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">17,080</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td>

bottom:0;text-align:right;">16,395</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Employee related computer equipment</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">60,064</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

	white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; white-space:nowrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; white-space:pre-wrap;vertical-align:bottom;text-align:center; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right; 50,018 white-space:nowrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;
	height:10pt;background-color:#cff0fc;word-break:break-word; white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left; Furniture and fixtures white-space:pre-wrap;vertical-align:bottom; font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;

[illegible]

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Leasehold improvements</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">113,709</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

`align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">112,714</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Internal-use software</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-`

content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">66,357</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">48,894</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-

wrap;vertical-align:bottom;"/> Construction inprogress	
 	160
 	
	

</p></td><td style="width: 40%; vertical-align: bottom; border-bottom: 0.5pt solid black; text-align: center;"> —</p></td> </td>	—</p></td>
Total	</p></td>
</p></td><td style="vertical-align: bottom; border-bottom: 0.5pt solid black; text-align: center;"> <span style="min- </td>	<span style="min-

278,432	248,687

Less: accumulated depreciation	
167,482	

~~<space:pre-wrap;min-width:fit-content;"> ~~
~~</p></td> <td style="white-space:nowrap;vertical-~~
~~align:bottom;border-bottom:0.5pt solid #000000;">~~
~~<p style="font-size:10pt;margin-top:0;font-~~
~~family:Times New Roman;margin-bottom:0;text-~~
~~align:left;"><span style="min-width:fit-~~
~~content;"> </p></td> <td style="white-~~
~~space:pre-wrap;vertical-align:bottom;border-~~
~~bottom:0.5pt solid #000000;text-align:center;"><p~~
~~style="font-size:10pt;margin-top:0;font-~~
~~family:Times New Roman;margin-bottom:0;text-~~
~~align:right;"><span style="color:#000000;white-~~
~~space:pre-wrap;min-width:fit-content;">(~~
~~<span style="color:#000000;white-space:pre-~~
~~wrap;min-width:fit-content;">145,356</p>~~
~~</td> <td style="white-space:nowrap;vertical-~~
~~align:bottom;border-bottom:0.5pt solid #ffffff03;">~~
~~<p style="font-size:10pt;margin-top:0;font-~~
~~family:Times New Roman;margin-bottom:0;text-~~
~~align:left;"><span style="color:#000000;min-~~
~~width:fit-content;">)</p></td> </tr> <tr~~
~~style="height:10pt;background-color:#cff0fc;word-~~
~~break:break-word;"> <td style="text-~~
~~indent:10pt;white-space:pre-wrap;vertical-~~
~~align:bottom;"><p style="margin-left:10pt;text-~~
~~indent:0;font-size:10pt;margin-top:0;font-~~
~~family:Times New Roman;margin-bottom:0;text-~~
~~align:left;"><span style="color:#000000;white-~~
~~space:pre-wrap;min-width:fit-content;">Property~~
~~and equipment, net</p></td> <td~~
~~style="white-space:pre-wrap;vertical-~~
~~align:bottom;"><p style="font-size:10pt;margin-~~
~~top:0;font-family:Times New Roman;margin-~~
~~bottom:0;text-align:left;"><span style="white-~~
~~space:pre-wrap;min-width:fit-content;"> ~~

\$	110,950
\$	\$
\$	\$

103,331

17080000163950006006400050018000210

8. Capitalized Software Development Costs

Capitalized software development costs, exclusive of those recorded within property and equipment, consisted of the following:

[illegible]

December 31, 2023						

(in thousands)	
Gross capitalized software development costs	
\$	344,049

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">257,052</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Accumulated amortization</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-

[illegible]

bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(150,823</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Capitalized software development costs, net</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-

bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">144,829</p></td> <td
style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">106,229</p></td> <td
style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-

**bottom:0;text-align:left;"> </p></td> </tr>
</table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">These capitalized software development costs are associated with software developed for the Company's customer platform. Capitalized software development costs recorded within property and equipment are associated with software developed for Company use. </p>Amortization of capitalized software development costs, exclusive of costs recorded within property and equipment, was \$21.0 million for the three months ended September 30, 2024, \$<span style="font-size:10pt;font-family:Times New**

54.8 million for the nine months ended September 30, 2024, \$12.6 million for the three months ended September 30, 2023, and \$33.1 million for the nine months ended September 30, 2023.

Capitalized software development costs, exclusive of those

recorded within property and equipment, consisted

of the following:

height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;								
vertical-align:bottom;								
font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;								
white-space:pre-wrap;min-width:fit-content;								
vertical-align:bottom;								
font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;								
white-space:pre-wrap;min-width:fit-content;								
vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;								

September 30, 2024	
December 31, 2023	

content;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Gross capitalized software development costs</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;min-width:fit-

\$	344,049
\$	257,052

break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Accumulated amortization</p></td>	white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>
white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(199,220</p></td>
white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td>	white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(150,823</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Capitalized software development costs, net</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-

\$	\$
144,829	144,829
\$	\$

106,229

34404900025705200019922000015082300

9. Convertible Senior Notes

2025 Convertible Senior Notes and Capped Call Options

width:fit-content;">In June 2020, the Company issued \$***400****** million aggregate principal amount of******0.375******% convertible senior notes due******June 1, 2025****** (the "2025 Notes")******in a private offering and an additional \$******60****** million aggregate principal amount of the 2025 Notes pursuant to the exercise in full of the over-allotment options of the initial purchasers.******<span style="color:#000000;white-space:pre-wrap;font-***

The interest rate is fixed at 0.375% per annum and is payable semi-annually in arrears on June 1 and December 1 of each year.

The total net proceeds from the debt offering, after deducting initial purchase discounts and debt issuance costs, were approximately \$450.1 million.

Each \$1,000 of principal amount of the

2025 Notes will initially be convertible into
3.5396
shares of the Company's
common stock (the "Conversion Option of the 2025
Notes"), which is equivalent to an initial conversion
price of approximately \$
282.52
per share, subject to
adjustment upon the occurrence of certain
specified events. On or after March 1, 2025 until
the close of business on the second scheduled
trading day immediately preceding the maturity
date, holders may convert their 2025 Notes at any
time. The 2025 Notes will be convertible at the
option of the holders prior to the close of business
on the business day immediately preceding March
1, 2025 under certain circumstances as described
in the indenture governing the 2025 Notes (the
"Indenture"). Upon conversion, the Company will
pay or deliver, as the case may be, cash, shares of
the Company's common stock or a combination of
cash and shares of the Company's common stock,
at the Company's election.

The 2025 Notes are classified as short-term debt and the Company expects to settle the principal amount of the 2025 Notes in cash.

Because the last reported sale price of the Company's common stock for at least 20 trading days during the period of 30 consecutive trading days ending on the last trading day of the

calendar

quarter ended September 30, 2024 was equal to or greater than 130% of the applicable conversion price on each applicable trading day, the 2025 Notes are convertible at the option of the holders thereof during the calendar quarter ending December 31, 2024. As of November 1, 2024, the Company has no

t received any conversion notices.

The net carrying amount of the

liability component of the 2025 Notes is as follows:

As of September 30, 2024	
As of December 31, 2023	

<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands) </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Principal</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-

459,049	
\$	
459,076	

size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Unamortized issuance costs</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(1,375</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="white-space:pre-wrap;min-width:fit-

[illegible]

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">457,674</p></td> <td
style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="min-
width:fit-content;"> </p></td> <td
style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="white-
space:nowrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;text-align:center;">

456,206

Interest expense related to the 2025 Notes is as follows:					

[illegible]

[illegible]

#000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2023</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-

2024	
2023	

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</p></td> <td colspan="14" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)
</p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:10pt;word-break:break-word;"> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Contractual interest expense</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td

 430 	
 	 \$
 431 	

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,291</p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-

space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,291</p></td><td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Amortization of issuance costs</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

	white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">499</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">497</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,501</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,477</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;word-break:break-word;"><td style="background-color:#cff0fc;text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total interest expense</p></td><td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New

Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">929</p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

[illegible]

space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">2,768</p></td><td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr></table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">In connection with the offering of the 2025 Notes, the Company purchased capped call options ("Capped Call Options") with respect to its common stock for \$<span style="font-size:10pt;font-

family:Times New Roman;color:#000000;white-space:pre-wrap;min-width:fit-content;">50.6 million. The Capped Call Options are purchased call options that give the Company the option to purchase up to approximately 1.6 million shares of its common stock for \$282.52 per share, which corresponds to the approximate initial conversion price of the 2025 Notes. The Capped Call Options were purchased in order to offset potential dilution to the Company's common stock upon any conversion of the 2025 Notes, subject to a cap of \$426.44 per share, and expire concurrently with the 2025 Notes. The \$<span style="font-size:10pt;font-family:Times New

50.6

million paid for the Capped Call Options is recorded in stockholders' equity as a reduction in additional paid-in capital and the Capped Call Options are not accounted for as separate derivative financial instruments.

4000000000.003752025-06-0160000000The interest rate is fixed at 0.375% per annum and is payable semi-annually in arrears on June 1 and December 1 of each year.0.0037545010000010003.5396282.52The 2025 Notes are classified as short-term debt and the Company expects to settle the principal amount of the 2025 Notes in cash.20301.300

The net carrying amount of the liability component of the 2025 Notes is as follows:

[illegible]

[illegible]

Principal	
\$	459,049

 	
\$	
459,076	
 	
 	
 	 Unamortized issuance costs
 	
 	

[illegible]

size:9pt;min-width:fit-content;">(2,870</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Net carrying amount</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

	457,674
	\$
	456,206

style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Interest expense related to the 2025 Notes is as follows:
 </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:80.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:41.52%;box-sizing:content-box;"> </td> <td style="width:1.28%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:11.74%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1.28%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:11.74%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1.18%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:10.34%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1.08%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:11.84%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-

~~box;"></td> </tr> <tr
style="height:8pt;background-color:#ffffff;white-
space:pre-wrap;word-break:break-word;"> <td
style="vertical-align:bottom;"><p style="font-
size:8pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;"><p style="font-size:8pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
space:pre-wrap;min-width:fit-content;">
</p></td> <td colspan="6" style="vertical-
align:bottom;border-bottom:0.5pt solid
#000000;text-align:left;"><p style="font-
size:8pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:center;"><span
style="color:#000000;white-space:pre-wrap;font-
weight:bold;min-width:fit-content;">Three Months
Ended September 30,</p></td> <td
style="vertical-align:bottom;border-bottom:0.5pt
solid #ffffff03;text-align:left;"><p style="font-
size:8pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:center;"><span
style="white-space:pre-wrap;min-width:fit-
content;"> </p></td> <td style="vertical-
align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:8pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td colspan="6" style="vertical-
align:bottom;border-bottom:0.5pt solid
#000000;text-align:left;"><p style="font-
size:8pt;margin-top:0;font-family:Times New~~

Nine Months Ended September 30,
<td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">
</td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024
</td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">
</td> <td style="vertical-align:bottom;text-align:left;"><p style="font-

2023	2024	

2023	
(in thousands)	

Contractual interest expense	\$
430	

content;	
style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;" style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;" span style="white-space:pre-wrap;min-width:fit-content;"	
td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;" style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;" span style="color:#000000;min-width:fit-content;" \$	
td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;" style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;" span style="color:#000000;white-space:pre-wrap;min-width:fit-content;" 431	
td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;" style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;" span style="min-width:fit-content;"	
td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;" style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;" span style="white-space:pre-wrap;min-width:fit-content;"	
td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;" style="font-size:10pt;margin-top:0;font-	

family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,291</p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,291</p></td> <td

style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Amortization of issuance costs</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">499</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New

Roman; margin-bottom: 0; text-align: left; "> </p></td>
<td style="white-space: pre-wrap; vertical-align: bottom; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"> </p></td>
<td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"> </p></td>
<td style="white-space: pre-wrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">497</p></td>
<td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #ffffff03;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"> </p></td>
<td style="white-space: pre-wrap; vertical-align: bottom;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"> </p></td>
<td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-

	1,501	1,477

[illegible]

bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">928</p></td><td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

[illegible]

2,768	

43000043100012910001291000499000497

10. Commitments and Contingencies

Contractual Obligations

The Company leases its office

facilities under non-cancelable operating leases that expire at various dates through February 2035. Certain leases contain optional termination dates. The table below only includes payments up to the optional termination date. If the Company were to extend leases beyond the optional termination date, the future commitments would increase by approximately

<u>\$</u>	<u>80.4</u>	<u>million.</u>

Included in the table below is an operating lease commitment for a lease that has not yet commenced of approximately

<u>\$</u>	<u>5.7</u>	<u>million.</u>

**Roman;"><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Future minimum payments under all operating lease agreements as of September 30, 2024 are as follows:
**

	(in thousands)	
Remainder of 2024		
		\$

14,316	
2025	57,458

2026	54,136
	2027

style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">48,981</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">2028</p></td> <td style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">36,220</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Thereafter</p></td> <td style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-

164,571	
Total	\$

**align:right;">375,682</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The Company has entered into certain non-cancelable vendor commitments, which require the future purchase of goods or services.Future minimum payments under all non-cancelable vendor commitments as of September 30, 2024 are as follows:
 </p><div style="font-size:10pt;font-family:Times New Roman;"> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:70.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:71.534%;box-sizing:content-box;">**

[illegible]

	Remainder of 2024	
	\$	42,120
	2025	

236,930	2026
236,930	2026

236,800	
2027	
187,846	

2028	
	184

Thereafter	
 	
—	
Total	

Legal Contingencies

From time to time, the Company may become a party to litigation and subject to claims incident to the ordinary course of business, including intellectual property claims, labor and employment claims, and threatened claims, breach of contract claims, tax, and other matters. The Company currently has no material pending litigation.

Future minimum payments under all operating lease agreements as of

September 30, 2024 are as follows:

(in thousands)	
Remainder of 2024	

content;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">14,316</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">2025</p></td><td style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-

57,458	<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
<td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">2026</p></td><td style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	<p ><span="" ><="" p="" style="white-space:pre-wrap;min-width:fit-content;"></p>
<p ><span="" ><="" p="" style="min-width:fit-content;"></p>	

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">2027</p></td><td style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">48,981</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New

2028	<p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td> <td style="white-space: nowrap; vertical-align: bottom;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td> <td style="white-space: pre-wrap; vertical-align: bottom; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">36,220</p></td> <td style="white-space: nowrap; vertical-align: bottom;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td> </tr> <tr style="height: 10pt; background-color: #cfff0f; word-break: break-word;"> <td style="white-space: pre-wrap; vertical-align: top;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">Thereafter</p></td> <td style="white-space: pre-wrap; vertical-align: middle;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"><span style="white-

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:0.5pt solid #000000;text-align:center;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">164,571</p></td> <td
style="white-space:nowrap;vertical-
align:bottom;border-bottom:0.5pt solid #ffffff03;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> </tr> <tr
style="height:10pt;background-color:#ffffff;word-
break:break-word;"> <td style="text-
indent:10pt;white-space:pre-wrap;vertical-
align:top;"><p style="margin-left:10pt;text-
indent:0;font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">Total</p></td> <td
style="white-space:pre-wrap;vertical-
align:middle;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-

align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">375,682</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr></table>14316000574580005413600048981000362.

***style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;">Future minimum payments under all non-cancelable vendor commitments as of September 30, 2024 are as follows:
 <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:70.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:71.534%;box-sizing:content-box;"></td> <td style="width:2.561%;box-sizing:content-***

[illegible]

\$	42,120
height:10pt;background-color:#cff0fc;word-break:break-word;	
2025	

align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">236,930</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
content;">	style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">2026</p></td><td style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New		

236,800	
2027	
187,846	

content;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">2028</p></td><td style="white-space:pre-wrap;vertical-align:middle;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">184</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:top;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;white-space:pre-wrap;min-

[illegible]

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">703,880</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr></table>42120000236930000236800000187846000
style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">11. Leases</p><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-

width:fit-content;">The Company leases office facilities under non-cancelable operating leases that expire at various dates through February 2035. During the nine months ended September 30, 2024
, the Company modified various leases of office spaces globally. The Company recorded a reduction in right-of-use assets of \$
6.9
* million and an increase in lease liabilities of \$*
0.9
* million for these leases during the period upon the lease modification.*
</p><div style="font-size:10pt;font-family:Times New Roman;"><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Operating lease expense and cash payments related to operating lease liabilities for the three and
nine months ended September

30, 2024 and 2023 are as follows:

30, 2024 and 2023 are as follows:																

[illegible]

Roman; margin-bottom: 0; text-align: center; "></p></td></tr><tr style="height: 8pt; background-color: #ffffff; white-space: pre-wrap; word-break: break-word;"><td style="vertical-align: bottom;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="vertical-align: bottom;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td colspan="2" style="vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: left;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;">2024</p></td><td style="vertical-align: bottom; border-bottom: 0.5pt solid #ffffff03; text-align: left;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;"></p></td><td style="vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: left;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;"></p></td><td colspan="2" style="vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: left;"><p style="font-

2023	2024
2023	2024
2024	
2024	

2023	
(in thousands)	

bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands) </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:10pt;word-break:break-word;"> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Operating lease expense</p></td> <td style="background-color:#cff0fc;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cff0fc;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="background-color:#cff0fc;white-space:pre-

9,838	
\$	
10,230	

align:left;"> </p></td> <td style="background-color:#ffffff;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cfff0f;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$ </p></td> <td style="background-color:#cfff0f;white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">29,577 </p></td> <td style="background-color:#cfff0f;white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cfff0f;white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="background-color:#cfff0f;white-space:nowrap;vertical-align:bottom;"><p

\$	
33,139	
Cash payments	\$

12,577</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">14,701</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:9pt;margin-top:0;font-family:Times

New Roman

<u>42,002</u>	<u>\$</u>
<u>42,002</u>	<u>\$</u>

45,827

The Company subleases some of its unused spaces to third parties. Operating sublease income generated under all operating lease agreements for the three and

nine months ended September 30, 2024 and 2023 are as follows:

[illegible]

solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr>

2024	2023

2024	2023

[illegible]

Operating sublease income	
\$	
1,404	
	

$\\$	1,953	
$\\$	5,330	

align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">5,995</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table> </div>6900000900000<p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Operating lease expense and cash payments related to operating lease liabilities for the three and nine months ended

September 30, 2024 and 2023 are as follows:

September 30, 2024 and 2023 are as follows:																

bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Three Months Ended September 30,</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New

Roman; margin-bottom: 0; text-align: center; "></p></td></tr><tr style="height: 8pt; background-color: #ffffff; white-space: pre-wrap; word-break: break-word;"><td style="vertical-align: bottom;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="vertical-align: bottom;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td colspan="2" style="vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: left;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;">2024</p></td><td style="vertical-align: bottom; border-bottom: 0.5pt solid #ffffff03; text-align: left;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;"></p></td><td style="vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: left;"><p style="font-size: 8pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: center;"></p></td><td colspan="2" style="vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: left;"><p style="font-

2023	2024	
2024	2025	

2023	
(in thousands)	

	(in thousands)						
							
Operating lease expense							 \$

9,838	
\$	
10,230	

 	
 	
 \$ 	
 29,577 	
 	
 	

\$	
33,139	
Cash payments	\$

12,577	14,701
\$	

	New Roman	
\$	42,002	

45,827

The Company subleases some of its unused spaces to third parties. Operating sublease income generated under all operating lease agreements for the three and nine months ended September 30, 2024 and 2023 are as follows:					

[illegible]

solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="2" style="vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr>

2024	2023

2024	2023

	
 (in thousands)	
 	 (in thousands)
 	

break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Operating sublease income</p></td>	<p ><span="" ><="" p="" style="white-space:pre-wrap;min-width:fit-content;"></p>
<p ><span="" ><="" p="" style="white-space:pre-wrap;min-width:fit-content;"></p>	
<p >\$<="" ><span="" p><="" span><="" style="color:#000000;min-width:fit-content;" td="" td><=""><td><p ><span="" >1,404<="" p><="" span><="" style="color:#000000;white-space:pre-wrap;min-width:fit-content;" td="" td><=""></p></td></p>	<p ><span="" >1,404<="" p><="" span><="" style="color:#000000;white-space:pre-wrap;min-width:fit-content;" td="" td><=""></p>
<p ><span="" ><="" p="" style="min-width:fit-content;"></p>	
<p ><span="" ><="" p="" style="white-space:pre-wrap;min-width:fit-content;"></p>	
<p ><span="" ><="" p="" style="min-width:fit-content;"></p>	
<p ><span="" ><="" p="" style="white-space:pre-wrap;min-width:fit-content;"></p>	
<p ><span="" ><="" p="" style="min-width:fit-content;"></p>	

$\\$	1,953	
$\\$	5,330	

**align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">5,995</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr>
</table>1404000195300053300005995000<p style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">12. Changes in Accumulated Other Comprehensive Income (Loss)</p>
<div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span**

[illegible]

[illegible]

Unrealized Gain (Loss) on Investments	Unrealized Gain (Loss) on Investments
Unrealized Gain (Loss) on Investments	Unrealized Gain (Loss) on Derivate Instruments
Unrealized Gain (Loss) on Investments	Unrealized Gain (Loss) on Derivate Instruments

content;	Total	
(in thousands)		

Beginning balance at January 1, 2024	
\$	950

top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">877</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

[illegible]

Other comprehensive income (loss) before reclassifications	
2,548	

[illegible]

align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,512</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cfff0f;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Amounts reclassified from accumulated other comprehensive income, net of tax</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">

[illegible]

	
</p></td><td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="white-space: pre-wrap; vertical-align: bottom; border-bottom: 0.5pt solid #000000; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">310</p></td><td style="white-space: nowrap; vertical-align: bottom; border-bottom: 0.5pt solid #ffffff03;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="white-space: pre-wrap; vertical-align: bottom;"><p style="font-size: 11pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="white-space: nowrap; vertical-	

align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:0.5pt solid #000000;text-align:center;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">310</p></td> <td style="white-
space:nowrap;vertical-align:bottom;border-
bottom:0.5pt solid #ffffff03;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="min-width:fit-content;"> </p></td>
</tr> <tr style="height:10pt;background-
color:#ffffff;word-break:break-word;"> <td
style="white-space:pre-wrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Ending balance at September
30, 2024</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,498</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,086</p></td> <td

\$	935
)	)

Roman; margin-bottom: 0; text-align: left; "></p></td><td style="white-space: nowrap; vertical-align: bottom; border-bottom: 2.25pt double #000000;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">\$</p></td><td style="white-space: pre-wrap; vertical-align: bottom; border-bottom: 2.25pt double #000000; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">5,649</p></td><td style="white-space: nowrap; vertical-align: bottom; border-bottom: 2.25pt double #ffffff03;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td></tr></table><p style="font-size: 10pt; margin-top: 10pt; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></div><div style="font-size: 10pt; font-family: Times New Roman;"><table style="margin-left: auto; border-spacing: 0; table-layout: fixed; width: 90.0%; border-collapse: separate; margin-right: auto;"><tr style="visibility: collapse;"><td style="width: 53.191%; box-sizing: content-box;"></td><td style="width: 2.04%; box-sizing: content-

[illegible]

[illegible]

	Total
	(in thousands)

Beginning balance at January 1, 2023	
\$	(3,070)

space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(9,820</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(9,820</p></td></tr></table>

		12,890
	Other comprehensive income (loss) before reclassifications	
		1,805

style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;min-
width:fit-content;">)</p></td>
<td style="white-space:pre-wrap;vertical-
align:bottom;text-align:center;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:right;"><span
style="white-space:pre-wrap;min-width:fit-
content;">
</p></td>
<td style="white-
space:nowrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;">
</p></td>
<td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">5,317</p></td>
<td style="white-space:nowrap;vertical-align:bottom;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;">
</p></td>
<td style="white-
space:pre-wrap;vertical-align:bottom;text-
align:center;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:right;"><span style="white-
space:pre-wrap;min-width:fit-content;">

</p></td>
<td style="white-space:nowrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,512</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Amounts reclassified from accumulated other comprehensive income, net of tax</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-

bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-

[illegible]

\$	(4,875)
	
\$	

bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">(
<span style="color:#000000;white-space:pre-
wrap;min-width:fit-content;">4,503</p>
</td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#ffffff03;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-content;">)
</p></td> <td style="white-space:pre-
wrap;vertical-align:bottom;text-align:center;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">(
<span style="color:#000000;white-space:pre-
wrap;min-width:fit-content;">9,378</p>
</td> <td style="white-space:nowrap;vertical-

***align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)</p></td> </tr> </table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">The following table summarizes the changes in accumulated other comprehensive income (loss), which is reported as a component of stockholders' equity, for the nine months ended September 30, 2024 and 2023.
 </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:45.46%;box-sizing:content-box;"></td> <td style="width:1.24%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:10.68%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.24%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td>***

[illegible]

Unrealized Gain (Loss) on	Investments
Unrealized Gain (Loss) on	Derivate Instruments

solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Total</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="14" style="vertical-align:bottom;border-bottom:0.5pt solid

#000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Beginning balance at January 1, 2024</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span

		
</p>	</p>	
<td style="white-space: nowrap; vertical-align: bottom;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"><span		
style="color: #000000; min-width: fit-	</p>	
content;">\$</p></td>	<td style="white-	
space: pre-wrap; vertical-align: bottom; text-	align: center;"><p style="font-size: 10pt; margin-	
top: 0; font-family: Times New Roman; margin-	bottom: 0; text-align: right;"><span	
bottom: 0; text-align: left;"><span	style="color: #000000; white-space: pre-wrap; min-	
style="color: #000000; min-width: fit-	width: fit-content;">877</p></td>	<td style="white-
content;">	space: nowrap; vertical-align: bottom;">	
</p></td>	<p style="font-size: 10pt; margin-top: 0; font-	
family: Times New Roman; margin-bottom: 0; text-	align: left;"><span style="min-width: fit-	
align: left;">	content;">	
</p></td>	</p></td>	<td style="white-
space: pre-wrap; vertical-align: bottom; text-	align: center;"><p style="font-size: 10pt; margin-	
top: 0; font-family: Times New Roman; margin-	bottom: 0; text-align: right;"><span style="white-	
bottom: 0; text-align: right;">	
space: pre-wrap; min-width: fit-content;">	</p></td>	<td style="white-
</p></td>	space: nowrap; vertical-	

\$	—	\$
1,827		

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Other comprehensive income (loss) before reclassifications</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">2,548</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">2,209</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span style="color:#000000;white-space:pre-wrap;min-

[illegible]

align:left;">Amounts reclassified from accumulated other comprehensive income, net of tax</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">—</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">310</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-

size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">310</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#fffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Ending balance at September 30, 2024</p></td><td style="white-

space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,498</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span

[illegible]

)	11
\$	5,649

~~New Roman;min-width:fit-content;"></p>
<table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"><tr style="visibility:collapse;"><td style="width:53.191%;box-sizing:content-box;"></td><td style="width:2.04%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:11.562000000000001%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:2.04%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:11.562000000000001%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:2.04%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:11.562000000000001%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:2.04%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:11.562000000000001%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-space:pre-wrap;min-width:fit-~~

Cumulative Translation Adjustment	Unrealized Gain (Loss) on Investments

	Total (in thousands)

Beginning balance at January 1, 2023	\$3,070
	()

)	
\$	
(9,820	
)	

\$	12,890
(	Other comprehensive income (loss) before reclassifications

align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">(**1,805****</p></td> <td style="white-space:nowrap;vertical-align:bottom;">****<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">)****</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">****</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">****</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">5,317****</p></td> <td style="white-space:nowrap;vertical-align:bottom;">****<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">****</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-**

3,512	Amounts reclassified from accumulated other comprehensive income, net of tax

[illegible]

[illegible]

Ending balance at September 30, 2023	
	\$
	(4,875)

\$	(4,503)
\$	(4,503)

9,378

13. Stock-Based Compensation Expense The following two tables show stock-based compensation expense by award type and where the stock-based compensation expense is recorded in the Company's consolidated statements of operations:

style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times New Roman;min-width:fit-content;"></p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"><tr style="visibility:collapse;"><td style="width:50.3%;box-sizing:content-box;"></td><td style="width:1.22%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:9.18%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:1.22%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:9.18%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:1.32%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:9.18%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:1.22%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td><td style="width:9.18%;box-sizing:content-box;"></td><td style="width:1%;box-sizing:content-box;"></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">

[illegible]

content;	
style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"	style="vertical-align:bottom;" style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;" style="white-space:pre-wrap;min-width:fit-content;"
content;	style="vertical-align:bottom;" style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;" style="white-space:pre-wrap;min-width:fit-content;"
style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;" style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;" style="color:#000000;white-space:pre-wrap;font-weight:bold;min-width:fit-content;" 2024	
style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;" style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;" style="white-space:pre-wrap;min-width:fit-content;"	
style="vertical-align:bottom;text-align:left;" style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;" style="white-space:pre-wrap;min-width:fit-content;"	
style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;" style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;" style="color:#000000;white-space:pre-wrap;font-weight:bold;min-width:fit-content;"	

2023	2024
2023	2024

~~</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td colspan="6" style="vertical-align:bottom;text-align:left;"><p~~

style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td> <td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Options</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,917</p></td> <td style="white-space:nowrap;vertical-align:bottom;">

	
\$	2,958

\$	
6,309	
8,798	

RSUs	
	117,895

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">96,638</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">334,637</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-

space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">287,575</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">PSUs</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">6,356</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,866</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-

	
</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">17,524</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"><span	

9,882	
Employee stock purchase plan	
4,098	

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">4,044</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">11,912</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">12,290</p></td> <td style="white-space:nowrap;vertical-align:bottom;">

align:bottom;border-bottom:0.5pt solid #ffffff03;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> </tr> <tr
style="height:10pt;background-color:#cff0fc;word-
break:break-word;"> <td style="text-
indent:10pt;white-space:pre-wrap;vertical-
align:bottom;"><p style="margin-left:10pt;text-
indent:0;font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">Total
stock-based compensation expense</p>
</td> <td style="white-space:pre-wrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
***space:pre-wrap;min-width:fit-content;"> ***
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span
style="color:#000000;min-width:fit-
content;">\$</p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:2.25pt double #000000;text-align:center;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">130,266</p></td> <td
style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double

#ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">107,506</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-

\$	370,382
	
\$	

***align:right;">318,545</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> </table></div><div style="font-size:10pt;font-family:Times New Roman;"><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Effect of stock-based compensation expense on income by line item:
 </p> <table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:50.38%;box-sizing:content-box;"> </td> <td style="width:1.22%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:9.184000000000001%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td style="width:1.22%;box-sizing:content-box;"> </td> <td style="width:1%;box-sizing:content-box;"> </td> <td***

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solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	
solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">		
</tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">		vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
</td><td colspan="2" style="vertical-align:bottom;"> 		

2024	2023	

2024	2023

<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td></tr><tr><td colspan="13" style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-

Cost of revenue, subscription	
\$	6,408

\$	3,157	16,811
\$		

\$	9,110
Cost of revenue, professional services and other	

space:pre-wrap;min-width:fit-content;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,113</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,201</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,328</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-

align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,748</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Research and development</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">62,595</p></td><td style="white-space:nowrap;vertical-align:bottom;">

	
	
	49,460
	

177,914	146,845

Sales and marketing	
36,218	

width:fit-content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">34,439</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">107,543</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">103,233</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">General and administrative</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">23,932</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">19,249</p></td><td style="white-space:nowrap;vertical-align:bottom;"></td></tr></table>

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align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:0.5pt solid #000000;text-align:center;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">55,609</p></td> <td
style="white-space:nowrap;vertical-
align:bottom;border-bottom:0.5pt solid #ffffff03;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> </tr> <tr
style="height:10pt;background-color:#ffffff;word-
break:break-word;"> <td style="text-
indent:10pt;white-space:pre-wrap;vertical-
align:bottom;"><p style="margin-left:10pt;text-
indent:0;font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">Total
stock-based compensation expense</p>
</td> <td style="white-space:pre-wrap;vertical-
align:bottom;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:left;"><span style="white-
***space:pre-wrap;min-width:fit-content;"> ***
</p></td> <td style="white-space:nowrap;vertical-
align:bottom;border-bottom:2.25pt double
#000000;"><p style="font-size:10pt;margin-

$\\$	130,266
$\\$	

content;">107,506</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">370,382</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">318,545</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr>
</table></div><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Capitalized software development costs excluded from stock-based compensation expense were \$<span style="font-size:10pt;font-family:Times New Roman;color:#000000;white-space:pre-wrap;min-

width:fit-content;">10.7 million for the three months ended September 30, 2024, \$29.7 million for the nine months ended September 30, 2024, \$6.9 million for the three months ended September 30, 2023, and \$21.0 million for the nine months ended September 30, 2023. Also excluded from

stock-based compensation expense in the nine months ended September 30, 2023 was \$ 1.0 million incurred in connection with the Restructuring Plan. See Note 15 for more details.

The following two tables show stock-based compensation expense by award type and where the stock-based compensation expense is recorded in the Company's consolidated statements of operations:

box;"></td> <td style="width:9.18%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.22%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.18%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.32%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.18%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:1.22%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td> <td style="width:9.18%;box-sizing:content-box;"></td> <td style="width:1%;box-sizing:content-box;"></td>

</tr> <tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span style="color:#000000;white-space:pre-wrap;font-

weight:bold;min-width:fit-content;">Three Months Ended September 30,	vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,					
			height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">					
			vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">					

	2024
	2023

2024	
2023	

[illegible]

Options	
\$	1,917

<u>align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">2,958</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">6,309</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-</u>

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">8,798</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">RSUs</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;">
</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">117,895</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">96,638</p></td> <td style="white-space:nowrap;vertical-align:bottom;">

[illegible]

287,575	
PSUs	
6,356	

	
	
	3,866
	
	

17,524	9,882

[illegible]

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	
	<td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">4,044</p></td>
	<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
	</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">
	</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
	</p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">11,912</p></td>

style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"> <p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></td>	<td style="white-space:pre-wrap;vertical-align:bottom;"> <p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>	
<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"> <p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">12,290</p></td><td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></td></td>	<td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"> <p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> 12,290</p></td> <td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></td>	<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"> <p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>
style="height:10pt;background-color:#cff0fc;word-break:break-word;"> <td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"> <p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-		

family:Times New Roman;margin-bottom:0;text-align:left;">Total stock-based compensation expense</p></td>	<p ><="" ><p="" ><span="" p="" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td><=""><p >\$<="" ><p="" ><span="" p="" p><="" span><="" style="color:#000000;min-width:fit-content;" td><=""><p ><p="" ><span="" >130,266<="" p="" p><="" span><="" style="color:#000000;white-space:pre-wrap;min-width:fit-content;" td><=""><p ><="" ><p="" ><span="" p="" p><="" span><="" style="min-width:fit-content;" td><=""><p ><="" ><p="" ><span="" p="" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td><=""><p ><="" ><p="" ><span="" p="" p><="" span><="" style="white-space:pre-wrap;min-width:fit-content;" td><=""></p></p></p></p></p></p>

align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">107,506</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

	370,382		
			\$
			318,545

19170002958000630900087980001178950

~~style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Effect of stock-based compensation expense on income by line item:~~
~~
~~~~</p>~~
~~<table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:90.0%;border-collapse:separate;margin-right:auto;">~~~~<tr style="visibility:collapse;">~~~~<td style="width:50.38%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1.22%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:9.184000000000001%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1.22%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:9.184000000000001%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1.22%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:9.184000000000001%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1.22%;box-sizing:content-box;">~~~~</td>~~~~<td style="width:1%;box-sizing:content-~~

[illegible]

solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024</p></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td colspan="4" style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td></tr></table>

[illegible]

2023	(in thousands)	

align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p>					
vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">	vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Cost of revenue,					
height:10pt;background-color:#cff0fc;word-break:break-word;">							
white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">		white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">					
white-space:nowrap;vertical-							

align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td>	<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">6,408</p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>	<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td>	<td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,157</p></td>	<td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">16,811</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="color:#000000;min-width:fit-

9,110		
<td style="white-space:pre-wrap;vertical-align:bottom;"> Cost of revenue, professional services and other </td> <td style="white-space:nowrap;vertical-align:bottom;"> </td>	Cost of revenue, professional services and other	

1,113	
	1,201

bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,328</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">3,748</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#cff0fc;word-

Research and development	
	62,595

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">49,460</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">177,914</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-

space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">146,845</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Sales and marketing</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p

style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">36,218</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">34,439</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="min-width:fit-

content;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">107,543</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New

103,233	
General and administrative	
	23,932

align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">19,249</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"></td></tr></table>

align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:0.5pt solid #000000;text-align:center;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-
content;">64,786</p></td> <td
style="white-space:nowrap;vertical-
align:bottom;border-bottom:0.5pt solid #ffffff03;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="white-space:pre-
wrap;min-width:fit-content;"> </p></td>
<td style="white-space:nowrap;vertical-
align:bottom;border-bottom:0.5pt solid #000000;">
<p style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:left;"><span style="min-width:fit-
content;"> </p></td> <td style="white-
space:pre-wrap;vertical-align:bottom;border-
bottom:0.5pt solid #000000;text-align:center;"><p
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family:Times New Roman;margin-bottom:0;text-
align:right;"><span style="color:#000000;white-
space:pre-wrap;min-width:fit-

55,609	
Total stock-based compensation expense	
\$	
130,266	

</p></td><td style="white-space: pre-wrap; vertical-align: bottom;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="white-space: nowrap; vertical-align: bottom; border-bottom: 2.25pt double #ffffff03;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;">\$</p></td><td style="white-space: pre-wrap; vertical-align: bottom; border-bottom: 2.25pt double #000000; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;">107,506</p></td><td style="white-space: nowrap; vertical-align: bottom; border-bottom: 2.25pt double #ffffff03;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: left;"></p></td><td style="white-space: pre-wrap; vertical-align: bottom; text-align: center;"><p style="font-size: 10pt; margin-top: 0; font-family: Times New Roman; margin-bottom: 0; text-align: right;"><span

[illegible]

318,545

64080003157000168110009110000111300

14. Segment Information and Geographic Data

The Company operates as one operating segment. Operating segments are defined as components of an enterprise for

which separate financial information is regularly evaluated by the chief operating decision maker ("CODM"), which is the Company's chief executive officer, in deciding how to allocate resources and assess performance. The Company's CODM evaluates the Company's financial information and resources and assesses the performance of these resources on a consolidated basis. Since the Company operates in one operating segment, all required financial segment information can be found in the consolidated financial

statements. Revenue and long-lived assets by geographic region, based on the physical location of the operations recording the sale or the asset, are as follows:

Revenues by geographical

region:
<span
style="color:#000000;white-space:pre-wrap;font-
size:10pt;font-family:Times New Roman;min-
width:fit-content;"> </p> <table
style="margin-left:auto;border-spacing:0;table-
layout:fixed;width:90.0%;border-
collapse:separate;margin-right:auto;"> <tr
style="visibility:collapse;"> <td
style="width:40.156%;box-sizing:content-box;">
</td> <td style="width:1.281%;box-sizing:content-
box;"></td> <td style="width:1%;box-
sizing:content-box;"></td> <td
style="width:11.625%;box-sizing:content-box;">
</td> <td style="width:1%;box-sizing:content-
box;"></td> <td style="width:1.18%;box-
sizing:content-box;"></td> <td
style="width:1%;box-sizing:content-box;"></td>
<td style="width:12.326%;box-sizing:content-
box;"></td> <td style="width:1%;box-
sizing:content-box;"></td> <td
style="width:1%;box-sizing:content-box;"></td>
<td style="width:1%;box-sizing:content-box;">
</td> <td style="width:11.625%;box-
sizing:content-box;"></td> <td
style="width:1%;box-sizing:content-box;"></td>
<td style="width:1.18%;box-sizing:content-box;">
</td> <td style="width:1%;box-sizing:content-
box;"></td> <td style="width:11.625%;box-
sizing:content-box;"></td> <td
style="width:1%;box-sizing:content-box;"></td>
</tr> <tr style="height:8pt;background-
color:#ffffff;white-space:pre-wrap;word-
break:break-word;"> <td style="vertical-
align:bottom;"><p style="font-size:8pt;margin-
top:0;font-family:Times New Roman;margin-

**bottom:0;text-align:left;">
</p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
 </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Three Months Ended September 30,</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"> </p></td> <td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td colspan="6" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Nine Months Ended September 30,</p></td> <td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New**

2024	

2023	
2024	

[illegible]

(in thousands)	
Americas	\$

404,347	
\$	
337,113	

$\\$	1,165,218	
$\\$	966,762	

Europe	210,893

174,428	603,689

align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">488,009</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> </tr> <tr style="height:10pt;background-color:#ffffff;word-break:break-word;"> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Asia Pacific</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td>

[illegible]

[illegible]

	
	
	133,544
	
	Total

\$	669,721
\$	

557,557	
\$	
1,924,365	

 	 \$
 1,588,315 	
 Percentage of revenues generated outside of the Americas 	
 	

top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">40</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">%</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double

#000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">40</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">%</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">39</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">%</p></td></tr></table>

[illegible]

47

%

of total revenue in the three and nine months ended September 30, 2024 and 2023.

Total long-lived assets by geographical region:

	As of September 30, 2024
As of September 30, 2024	As of September 30, 2024
As of September 30, 2024	As of September 30, 2024
As of September 30, 2024	

[illegible]

Americas	
	\$
227,600	

\$	235,141	
height:10pt;background-color:#ffffff;word-break:break-word;		
Europe		<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
white-space:pre-wrap;vertical-align:bottom;text-align:center;		

[illegible]

Asia Pacific	
5,218	

7,085	Total long-lived assets	\$

336,872	
\$	
354,402	

[illegible]

</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">34</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">%</p></td> </tr> </table></div>1<p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Revenues by geographical region:
 </p> <table

~~style="margin-left:auto;border-spacing:0;table-~~
~~layout:fixed;width:90.0%;border-~~
~~collapse:separate;margin-right:auto;"><tr~~
~~style="visibility:collapse;"><td~~
~~style="width:40.156%;box-sizing:content-box;">~~
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~~box;"></td><td style="width:1%;box-~~
~~sizing:content-box;"></td><td~~
~~style="width:11.625%;box-sizing:content-box;">~~
~~</td><td style="width:1%;box-sizing:content-~~
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~~sizing:content-box;"></td><td~~
~~style="width:1%;box-sizing:content-box;"></td>~~
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~~style="width:1%;box-sizing:content-box;"></td>~~
~~<td style="width:1%;box-sizing:content-box;">~~
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~~</tr><tr style="height:8pt;background-~~
~~color:#ffffff;white-space:pre-wrap;word-~~
~~break:break-word;"><td style="vertical-~~
~~align:bottom;"><p style="font-size:8pt;margin-~~
~~top:0;font-family:Times New Roman;margin-~~
~~bottom:0;text-align:left;"><span style="white-~~
~~space:pre-wrap;min-width:fit-content;">~~
~~</p></td><td style="vertical-align:bottom;"><p~~
~~style="font-size:8pt;margin-top:0;font-family:Times~~

New Roman;						
Three Months Ended September 30,						
Nine Months Ended September 30,						

space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2024</p></td><td style="vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="2" style="vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">2023</p></td><td style="vertical-align:bottom;border-

</p>	<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p>
2024</p>	
</p>	<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p>
2023</p>	
<p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	

style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td></tr><tr style="height:8pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;"><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">(in thousands)</p></td><td style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"></p></td><td style="vertical-align:bottom;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td colspan="6" style="vertical-align:bottom;text-align:left;"><p style="font-size:8pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span

(in thousands)	
Americas	
\$	404,347

	white-space:pre-wrap;vertical-align:bottom;"> font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">white-space:pre-wrap;min-width:fit-content; white-space:nowrap;vertical-align:bottom;"> font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">color:#000000;min-width:fit-content; \$	white-space:pre-wrap;vertical-align:bottom;text-align:center;"> font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">color:#000000;white-space:pre-wrap;min-width:fit-content;337,113	white-space:nowrap;vertical-align:bottom;"> font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">min-width:fit-content;	white-space:pre-wrap;vertical-align:bottom;"> font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">white-space:pre-wrap;min-width:fit-content;	white-space:nowrap;vertical-align:bottom;"> font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">color:#000000;min-width:fit-content; \$	white-

1,165,218</p></td><td> </p></td><td> </p></td><td> \$</p></td><td> 966,762</p></td><td> </p></td> </td> </td> </td> </td> </td>	</p></td><td> </p></td><td> \$</p></td><td> 966,762</p></td><td> </p></td> </td> </td> </td> </td>	</p></td><td> \$</p></td><td> 966,762</p></td><td> </p></td> </td> </td> </td>	\$</p></td><td> 966,762</p></td><td> </p></td> </td> </td>	966,762</p></td><td> </p></td> </td>	</p></td>
<td style="white-space:pre-					

Europe	
	210,893

174,428	
603,689	

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">488,009</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Asia Pacific</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-

align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">54,481</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">46,016</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;">	

155,458	
155,458	

<p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">	<td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">133,544</p></td>
	<td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
	</tr><tr style="height:10pt;background-color:#cff0fc;word-break:break-word;"><td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total</p></td>
	<td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">
	</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

[illegible]

style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td> <td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">1,924,365</p></td> <td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span style="white-

\$	1,588,315
Percentage of revenues generated outside of the Americas	

[illegible]

width:fit-content;">40</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">%</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:11pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">39</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">%</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"><span	

[illegible]

[illegible]

[illegible]

(in thousands)	
	Americas
\$	227,600

family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">235,141</p></td><td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"></p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Europe</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-

bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">104,054</p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:nowrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td> <td style="white-space:pre-wrap;vertical-align:bottom;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">112,176</p></td> <td style="white-space:nowrap;vertical-align:bottom;">						

Asia Pacific	
5,218	

space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:0.5pt solid #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">7,085</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:0.5pt solid #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td></tr><tr style="height:10pt;background-color:#ffffff;word-break:break-word;"><td style="text-indent:10pt;white-space:pre-wrap;vertical-align:bottom;"><p style="margin-left:10pt;text-indent:0;font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">Total long-lived assets</p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-

family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-space:pre-wrap;vertical-align:bottom;border-bottom:2.25pt double #000000;text-align:center;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:right;">336,872</p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #ffffff03;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:pre-wrap;vertical-align:bottom;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;"> </p></td><td style="white-space:nowrap;vertical-align:bottom;border-bottom:2.25pt double #000000;"><p style="font-size:10pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:left;">\$</p></td><td style="white-

354,402	
Percentage of long-lived assets held outside of the Americas	

[illegible]

22760000023514100010405400011217600

15. Restructuring Plan

On January 25, 2023, the Company's board of directors authorized a restructuring plan (the "Restructuring Plan") that was designed to reduce operating costs and enable investment in key opportunities for long-term growth while driving continued profitability. The Restructuring Plan included a reduction of the Company's workforce by approximately 7% and a global lease consolidation to create higher density across our workspaces.

The Company incurred restructuring charges of \$1.0 million in the three months ended September 30, 2024 and \$2.8 million in the nine months ended September 30, 2024 consisting of variable facilities related costs on unused space. During the nine months ended September 30, 2023, the Company terminated and abandoned various leases of office spaces globally. The Company recorded a reduction

in right-of-use assets of \$44.6 million and an increase in lease liabilities of \$6.3 million for these leases during the period upon the lease terminations or abandonments. In the three months ended September 30, 2023, the Company incurred \$0.8 million of restructuring charges in connection with these leases. In the nine months ended September 30, 2023, the Company incurred \$93.3 million of restructuring charges, composed of \$

66.4 million related to facilities and \$26.9 million for severance, employee related benefits, and other costs, including \$1.0 million of stock-based compensation expense. The charges are recorded to the restructuring line item within the consolidated statements of operations.

</p><p style="text-indent:4.533%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">Future variable facilities related costs for vacated properties will continue to be recorded to restructuring charges. As of September 30, 2024<span style="color:#000000;white-space:pre-wrap;font-size:10pt;font-family:Times

New Roman;min-width:fit-content;">, the Company did
no
t have any remaining liabilities accrued related to the Restructuring Plan.

</p>0.0710000002800000446000006300000800006

style="font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">16. Subsequent Event

</p><p style="text-indent:5%;font-size:10pt;margin-top:10pt;font-family:Times New Roman;margin-bottom:0;text-align:left;">On October 30, 2024, the Company acquired all outstanding shares of Cacheflow Inc. ("Cacheflow"), a B2B subscription billing management and configure, price, quote ("CPQ") solution, for cash consideration of approximately \$<span style="font-size:10pt;font-family:Times New Roman;color:#000000;white-

65.0 million, subject to customary post-closing adjustments and conditions. The acquisition will expand its commerce capabilities for subscription billing and quote-to-cash automation to help customers close deals faster. Due to the limited amount of time since the date of acquisition, the Company is in the process of finalizing the accounting for this transaction and expects to complete the preliminary purchase price allocation in the fourth quarter of 2024. This acquisition is expected to have an insignificant impact on the Company's 2024 revenue.

2024-10-3065000000

The following table describes contracts, instructions or written plans for the sale or purchase of our securities adopted by our directors and certain officers in the

three months ended September 30, 2024, each of which is intended to satisfy the affirmative defense conditions of Exchange Act Rule 10b5-1(c), referred to as Rule 10b5-1 trading plans.

~~*family:Times New Roman;margin-bottom:0;text-align:left;"> </p><table style="margin-left:auto;border-spacing:0;table-layout:fixed;width:100.0%;border-collapse:separate;margin-right:auto;"> <tr style="visibility:collapse;"> <td style="width:18.06%;box-sizing:content-box;"> </td> <td style="width:15.94%;box-sizing:content-box;"> </td> <td style="width:31.88%;box-sizing:content-box;"> </td> <td style="width:16.86%;box-sizing:content-box;"> </td> <td style="width:17.26%;box-sizing:content-box;"> </td> </tr> <tr style="height:9pt;background-color:#ffffff;white-space:pre-wrap;word-break:break-word;text-align:left;"> <td style="vertical-align:middle;border-bottom:0.5pt solid #000000;"> <p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Name</p></td> <td style="vertical-align:middle;border-bottom:0.5pt solid #000000;"> <p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;">Action Taken</p></td> <td style="vertical-align:middle;border-bottom:0.5pt solid #000000;"> <p style="font-size:9pt;margin-top:0;font-family:Times New Roman;margin-bottom:0;text-align:center;"><span style="color:#000000;white-*~~

Nature of Trading Arrangement	Duration of Trading Arrangement
Aggregate Number of Securities	
Dharmesh Shah (Co-Founder and Chief Technology Officer)	

wrap;min-width:fit-content;">Adoption
<span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;"> (
<span style="color:#000000;white-
space:pre-wrap;min-width:fit-content;">August 16,
2024<span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">)</p></td> <td
style="vertical-align:top;"><p style="font-
size:10pt;margin-top:0;font-family:Times New
Roman;margin-bottom:0;text-align:left;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">Trading plan intended to satisfy
the affirmative defense conditions of Exchange Act
Rule 10b5-1(c)</p></td> <td
style="vertical-align:top;text-align:left;"><p
style="font-size:10pt;margin-top:0;font-
family:Times New Roman;margin-bottom:0;text-
align:center;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">224 days</p>
</td> <td style="vertical-align:top;text-
align:left;"><p style="font-size:10pt;margin-
top:0;font-family:Times New Roman;margin-
bottom:0;text-align:center;"><span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;">75,000<span
style="color:#000000;white-space:pre-wrap;min-
width:fit-content;"> shares</p></td> </tr>
</table>Dharmesh ShahCo-Founder and Chief
Technology OfficertrueAugust 16,
2024P224D75000

LN5\$!O(8J8BV98;-A!^S9_XVGL.S#++P'6 " MXO=TJ13=BH@\$>3E4"1%B;EUI_\$C.K+@*M6W84VG<3-"FN0/EC2<"
(;9P)V\$ M"#L:"^2DY8J5;U-C H-%T^;@(MM\$T59W'='4'5M\$LG2\$A%UYGA2-QWM<)%M\$ M\$DCFKZGT(FRI^R+ "
<^ONFL_3I7;G!0>,D_Q/%FR5>-75&F;#GN/=3\$3#G7M> M0-4N5A>B^H)2MI^>84K46V+2;8@,&{YG111 2)
(541FBO)WYRJM^/UHO@DI MGDL&K"6A@MUGRY!2KQOZ26F!SIVH_SK 08R')H4 M5-
W!/"S+*T7NO=\$08&GD!H;\$^#<&7"G=Y!AJE2\$MT\$4IXO-M7&)ROB!52#,WT>UA/(44IYNMAN
M(B)F(YEQQ"PTKE<IXO#9!0-J69\$+4%1L?C6D-S#S@=-/K,IH7N4"5S;1;"% MEI

YM00FP&0I\|VMV7Z7=)*)IY70\J:D(IX)DP4+V="@RH..IYARW%<50))MA_/2@.QI2+S*/I-Q*E0HFKJUI:DHEG8^?
JX#*DB>60!/?&D&O+P%QQ+H&9!6T-.93FXI!>UR+&ME\$+**ML.\$:D<^27*4?^DP2I(RP%FI_46?=>E.559\&^>|M4!?
8ORLW3G.60\$M1/W|=R(QI#S'A\$8J*5H<+E+=JOXB*MI3K\$Z162Y'6ZFSM=U&09_XZD<I#/#4AL*
&U"V'4<(YE@0.14N-YI,UYE\ITEPD+7IG^R/#8*!#4S;_M@J/&O;K_7RLV8AOERBXPBP-(LQ5^28IFH^*)%TN-
7BVK?2PQ0\$4PIAIDP.M5E'8"*)7ID=XYN+RW>VZ*T-JH"O2\$)=#IWA"4"8W&+ #5#NGC?Q\$1=5&
MGMA6)*.8"=8^|NLIGGK4P.'G"V5;%C3>&1f|K"/C" M3IWTWY6*=C=.698X14QP,>D>[NMRJ:%YYRG.O3^%:I
::;>Q:PQ).==DO6NE M8'672;ED'K"/7RROI_9XTUZ38J?.)=33HS3FFYBO'\$V>M1W6"G^I=C6=AON
M0@-9@f:0BAYQ"M4OV47:LUE5M'1+;UEJB)(N9(^8AG6TVF^\$0#0.15UY! MGY=;4!4H=V(=OMBR\$^_@5I9P7#V=
I>HIAH:\$P#GJK>?E!>=A*.4#7!9H8 ML6N0E@HH<I2YI>,ICBR\$#.84>I.8C%I2D6H)AQQPO-2T(B>3H"+"UZDH
MT7C\$>YU&CU?#D&?C#95\$&M+(O623.O&08\$="(V9^("MT-Y(\$/#4 I'56H# MKW>G-Y&|_J+9/
^8TK;0AH5+I4N2J0\$7J65VO";R#4J@..58<20I GAH# M+76A.ZWFA5,%D).W^+6%Q7R.60T%57VL/BJ,M
P0B+7P6N9-Z.%1"@:JU M9L%4@D6<2V5UZ77E!>T06\$ MM?OXXH\IEG8) (I?>E M7CEHIA*\$T&\$^V/PDUI%>@ARC!
(^#!&W/Z%25IX-/MR M09.O.R2-!%*6'T M5THZ<:RL;_T=OG= \$UE)*.N2ITGFCOP*MP=9>_+X/\$H+H/M+O-37+D^
MF_GAW?>_ ^%?>DD@-A5\$YX+(9!|Y+W|_5H22X5\$R_N#WXX17D9JF|RBLT-T
M>HC.#1%8B.\052XOF282\T1LHJSW_+3DN25W.-@6*W*EGY'ESZF2Q_1H5_! MXNWXTMO2TD=LZ7VZ\Y9^I@L?
2R6/F9+3WN3T^XE2V^+2;+JHKS0S(B9"- MU^Q'MF8^A+ICAW_N@AX*\$X)Q53VYQ.DT>_"^?
(I5""Y/|@3*>Y.GCA!"; M\$/\$2H%).C|>*\$44)U9GX\$0'A@=^N E?W01L.WE <|^0=ZO/<9-F.(488\$GFUK_Q=
(L.E.FY)>H:0P0.JU0HTE+3&MUJSB.?@%R'? 1X M..00*\$C&F.%#POR,"+I2WRLB;P(Z8"LIRD7P.OS/4\$=(2>310EJ
^18NU;>9 M+0WS5 5YH'BO?09CCR&(\$&?I1@%*Q3!2 BG>0/D@\$1HCQH^5F&P11'XRU" M'.9DHIZ_DO^I?KR_)I<
_9E%*|N.TJATQ-WK.Y0%<0\$2HR\$^<+&CP2*RP2 T.MV@SQ>3L"#L(=P\$+M7.7&NTMX*L#)#FDQ0W^&Z
B(*)|V\$_.2HU8NOCFE%Z\$MR0.UQ M+RMAAMY13%ZZP#/T\$="HZ&+6P0MY=IZ"JU-B-
Y#&SPK^32S(Q%SBMD2WW! M704B004!&2(3"@!)!)*7*(-%HAI*\$Y1&XDR<4?DKA^@_M"-T\$-\$9D.L)#1V
M2A'x%0H'QO>ZL%+!-75R1HSNT?#CY5E)CY<@.300)="O)3&0?39*C("D\$MW" MR9678TBBCE+R1) C R
ZPN"Rf46Q_/D5CNS0W;@3P'5RR07+=MHI4/D).. M!N?7XL.A3.<f|N|SVSV7&;_*BY&0M=&&+!)0J*SRL&0\$%O?
RS^22(6)V(? M\$">*DHA18I\$5.KG+J*Y%M-@VXP2:RR*)&_+ONIS.5 MF08QG7'KQ9'PC" A Q(<+4IVIL#C1'Q
M&Z0EVP9Z/D.4<+HHIEG=Q N"t90E-!D-M#YGP9VCR>1J+9f|@8G>B_/G/AKJ MC"4IQ=I"!?
=^B)3DCZ+/B.WL9;+VG3P'GM#=#>=%I2%>5>CP40.ZU_!PT MKKP4CKI8"08I#>K 9#&O>H5[I]=*SP X)(M
DH7IT\$)W+/6.FO9YTREY&L.Y8E=A# MH2.1388K51D9%>"C9@8Q-/38DSXD!+O/FI0^5G(=DAI6
M>I>Q2U/XW^/C|MAV>ARYSL3'Z14M*#QH526N156'G|RZUO|_8\$FK@_7IG M)K*/P?>.4|^%T*?
96+HCT)/H4W)D1FR.6|TEK M\$T?\$11IY#|S \$"SN+8V/49-> A:&Z 1-V8IT3"0-2N5@.BPW4TK!?'9"3\$(V2WFAT:3)!
M7>O/HV)5F4M.^ ^AORX%K>Gf'5+IE8C">Q.9D78Z.C/|@+NRQ8FTEY8*2;_I5FQ<9C4ZH0_7'&0B
MC43QJQ8Q|VFUX#.#L<)/9-.7%#1(5H%7(Z023)_@Z5QHDR%G*FP15USIXG) MIN">_?
2)G6ZQ0I0PNC@>2OH(&1.B)="9<2X"P=? I\$ QI?LP<.CA6(1 "8P)\$9@+|WE<#Y;?R?J%Q/O3WU=)@S.@Y*!Q+> ME:
<#HF.QR_"(78ZL&OHQK.G.Z*J%:\$N%CM9.XK|41K)PX97%Y" S*Z4!_324(209V2*66VBEOUF2GR*+65KZV;
<#C_Q\$ MDH(C"8=@.SM_9M%I<0;RT293GHEI2L&MHFG|LPRH+.%\$%>I!T)AW/ZH2QN_M
X8%0\$=I5C(LMDX1ELB4ZX#% Z \$I'\$;T>@+_T5.1AT M+U-Z\$R!U@.5N.R|LIP" PQ&0.X8AGL.*S\$0LI(TM#|<+
<.)MY321|<95LA MF&&9B!A|E.%_)|_H?|^IP\$T8|YKF+OPEW!*0JD?F%(X+|B7|U4+Z>/
M=4*00Q*JH8T3I%94V.32S%'P S+9I(N9/G!@%2LC79(JJ/U5;|SM!\$01PGM
M8^/+JY2)D\$8MXOTX*K_.UIPORCE)K|>_Ic\$P4G+JCI@-+!+8I"R&0'V"9= MEQQ*#W+>1(8S+4N^C^>@BT.MN;_)#(-
PPO7H8-%DPG!D_09_0DAC#K=;82 MY^47:TM^E(OHS(35RT%KL20*2Q_X6/%*N#!CV2L!W2@FQ%B)@Z(R)2970-6;
MPI8=|K#;_JDLHW451/4D|XK2PVHGCS.4HD2|_RTF%:/H0(J4D*F27\$E)
M7E(>4U#D)24Q|F@#3D+0@)@B(3.PGUWVJ.F=H-DKVQIK^241'FO+!+97EIQ# M)GT+!>Z5U;N.V)NM-P'5?
X1#6N3R.#*#W!.EV79WEL="G|JY/UB2#A1'2S#L/E".*8*.)^*S16RZ)4@K MX16@?(WP.N=N:O6EONLC;
<>@Q|1%MJZ=S3<<@:LJ(BKRUT\$FH)|2+.652Q.G%(6W#LT3F*>F|YI! AV@FB;/_+Y.G(T1SB!6C
M(I.2*&|D82DE(E"X3|LA62IP++5)J1Y?.'#.#B.N@Y=|/B=*IHLB(XZH MF.XAL9@/@Y)Q6-.9&
F)H0RE|0|M;=D>XV&2Y&1#&#<6.G=PGC(JEW<&DZ MS8*8/UNN1Q/_@Q#.9H
R415T3LMU3VE.S(9ZFP5A&>1100.B=;50|A|0#4GM MO>QH+^AF2^GS1_\$3I08IV/(R'#"2**5-- A!G4(I'F%.2I\$ Y:04/2
/S>;HW MG10J.R|E|X)^DJC.|7SHW.RC#XRXIORU*8 M4A_@J|D?G)A#W?1M\$>.W(T
(5PS638'6/Y|1FIGZ;1F/%S%=@-8F2-YO! M5^XILAK|>4>&&X4C@GFQ4_Y6*#Y2.9.YQ+@|Q*74/HIZ)I:266/IKP+S?
B8;EE.*V=L#.3PB;_UI^1H<44UA"-6DH*U6UJO M.+I^5.+0H=P'1ZHRP12IB\$>/_|^2B^Y_-?
+\$ _Y:\$UJNY!*C)K\$Y65N!1 M5TDH|L62N4G25D|_5_1.F9P-O
MT|ODY5=HIEBBV736J"R1.@&^YQG1J=-9#VZ2F7)1R*C.Q |25.UQ#B6I MXYEZ B+5_.\$8Y^5>3-WX|_
/RT6J\$I5>Y:IF|Z|\$+OE^_T3^388:#.5>FM5E M4FOXXB".X|HR/EL H:0?KLB5.TCA2FDLQ <#|Q-"@"
(V7?L@_L02L.VG" M.VEM\$DM*>DC2.2'OH625#@C&-9WWP'=NL9)OB(_BJM-I4ZH+62%ZG.59(+
M(W.2;@H+;|L.T#\$B5FUY23" XTLGY==N473 ME4/L)FXA0R02\$|%)<3VGA4B)Y.)9>548/S(952BU@MM1E8Z+RI
P)LO.#H M'5+C'1??7!;|LPR5=NM#.@RC>8E0AZMZ#AXU*(|Q%D#AZ*%W9/A^G3!>6
MT!4N&KI*Q|255H0LP<|)KBZ'Y K|Q9?|,PY|H(H#0.^&_H)SRG&@9)L"02Q M%A.4HTJ=?
+9>#OI#AOMKHD90@<^"IF>Y4C>FB8NY.H1%82+S-A"2IC3|_M)DI0IT**3E\$Z9DM7VB%/KF?HGL\$#?CFIR!
(QQHSZ"TIVL? M|TN2IU40! L'|X\$LP@A.BB62@M#7@TO1!%\$-@0'CAH<.7K"1/2%P8.63|B\$ MASG-HIRG+_
X*TDF0P)))B&O) T/4*\$^PY>3D_-'UZ>A00+SEPT3Z7I5%I MM#-'LW)&8R/D;DJ_@Q|M/I#<)H1TD;F4.3")X|=|UJ M?
>D)UWE#^L2;+H6/BG7Q?|M|&9& M';H8?|O|^Z+CC7V*2UY02GD%HA.F
M'Z:KS&CY*@3#%#14(K9<SO"PB8908C"YMIN3X56T\$>8#W!|&#7|@Y*-R&'D MCH|A+I>&@1D&
(0AALOAP;'6>I4>Z=,1A|<#A.!<V..QSRG'#XQC|/R".1CI2 MAC.B'Q".2G9S6*5^T>N TBB6_+1V98&+SPG"%?
<@J@A&YP>7KRWP4;>L79 M'5)VAH?IO6N8P0/>0;02T>3I.8DX.930.^@C>MSO=JQ4"-1#CS8W7O!RS7ZA
MQ8TDO.*C""@_WNTAN"0Z^%"._@.#@2U UN(T.\$\$(Bj.C#Y.BBG^V^2 MEQGS71'8/X(%@YAZN;B'!2;QQSZ-
K7QI3UU96\$M?^09AS^2#9X&P2-\$"YD MU_5-!&I&4DH|YDKW3>AFHE?
I\$QW#|4@|B|7(FQ\$91|2<(4EMS'^T4W&#T M#@R#R<I\$(\$FB\$QJYD:&(C. M.4@|W*^G;U-.254%KENU/(@=+5?
^0,>T5>&U3#U>|NC|EF|KSFLPL F:6@SN &X>)^|Q=6 M)
CLYU3#8B\$6_2+X7Y!D45MB2Z/0#E"WOC)9L0EB8221S+|@7&5!N0Q9P#B MO*82IW(_I|<+93&3|G0>_0
D8SFRVABOON?SY%N#!"84'TFR3CN+N0)DC.* MIAEG\$YD'E="&8\$I^C*YV3AER3|REK(RVUM@J>@|K3^%
(SA.L:QR(5;I#3)0TC&F8R24F126TAW".2JOC#G1KSK)7 \$W4L|"\$PT):.60J8W?-IQ(Y<<.'\$K'F|C|YC=\$|H>A^SG_Y(Z
M^|L.T"W353\$>_I@O<+G2)(JSR+20V04')&O9U.@4W|*\$F82D|+5I M+!+QD0_HKIV?
PB!"Y\$N"INUBW|K+K00V+&H|5B26X.KSG2Z)3EPDYK\$ MF=I>_7_RU4X8^/H&^!6SD.9AN78"!@#H4?
+4|^2GPP.P#R"?@K%KX\$EI+ MZ\$)-!<UYN1+>RIJ.*C"@R 638NE&B4*?UA09/BQD*IQ%3I'B|G:&&H'.2\$O*
M9TBA;|+_(T>T21.R9|A:@1)BP"N.8!#8".+(^T=0)K B5-X51Y:A@C|/| MGNO/_WCYRZ16"5HD2>J UDDNQ(H2Q|SN
|CE;@U^|S)H.I8\$@E=8YQ)"OB2 MK&GDL7*UR=>B85-3+)H!EDX|AY%4IS9.FX(3>_N_9Y/+|D)F=QW'H/NUC
M*K>0=_>"HVN@1^|H3^DOU(CIL7:ZNA H=..W-O_EC8|QKP).Q@B"JUSEY M\$.D:%Y'G.)T@>=WNFI|
/G#+@|TW_? YXKDM/M&95-A0'QBBD_AK:^E|I#AO MO:1AP4UE/H|^KK*;X&U.\$(C|OFXG<)F7M"N-|ST".RS)=

D,76"A&XAB MT,RDO+EOE/U CH7+QAKO#%1^#RHSD\XA#DI\$G*D\>E,0-&6#HXJR&JL_S# MO_3S^>_/?HTQ-
Z3>V7.(N4,?2\$D62%(V2#&4D-66/081%FCQGC PW"Q6
MRPW^0@11VOJ_%%??:66CX.)9\KX\$9R:0\$7A\BBU(Z@YS;BG+"#3(00'7P MZ.B;.
H;Z9,4H1L7.25APRAX03EPU.R,Y9YXLRUPROFSY<#R\O)S935N4-MGM_IGV\3..>=6XE.11<>(H!\@X
1FJYESL1ESICBD3<3<^?Z^+S7"E"MB);.B10\$\$8+?S"!2BM#WKB) ?-WF\G\^%JK0R0=QW.1(&7C(\$#&MUW/
ME:HZ^<=\$6\$F.),-C\4'6L?=>TH1.C+H'^-207&R%6E-2(-WLG\!"<1'@V50 MEC#)+(VY0H3YN 8>T",E*6N WI,=KC/
X0:J6BFG2UQ 7"Z9R\$/@)(H&P/? MU\JGX6#(-W\J92H15A7>=20FPTI62,-IEW\!"\$&+=*S6(V+B+ M Y<J. \$<;<=1?
GRA/RA\$S.T(WWU>=I20\A_12+PKIM;XK2Y">)MN\$ZQ)JX MRNZ2S\$ZY"O' 92? #G\!"A\68\;J TOMCHAA8#69"?
MF9QM79_#2/4BQ\,^ M5BRN@CG\$FCY@&-PX\J\U6?S\|_0*L@L\;^>!-BC,A3%6\8T*4@B-
UER\,C@74P="^C\#S3J_C<,M@.R?/\2H-.P^>,S\!":07?!\BA\+IS7+AC:S..!\A\J\!"@*83_F%M;S^BR M#@\O:H>
:7"%V7^E7.P\J2)GU%%&%WTK10@.H\!\$!0RS_!RFR_7(E"Z"+Y M\!"COZ)G_XN'R:\!@U_#@J((S/6_8"S5?8^%B:..?7R\-
:Q#H\JX7Q?0KT-IM M7/N2C(DH\BHK1+_Y#E+ B*\$,=7EC(2+6?2FQ?T6H DU/X\;J,U,P+\N M1KP*HQ9\=-D?
DB20\5YN" S% E%;D2:H@!TA?^:"JN_ M?B "4&C;R:1GGD-8C\;9N+V0\@;T#
M;J4824:1F'BECQUUV"3X\4TRA*W0WD#(4HCPRW:6BCBY%ETDI3\$<13>36L M<>)F L\IXZ@JS*PE+KRN00.PB\$8#1^
<Q0,>.5S-U(6Y_1+/TO.PC?=J/8M8DP^QE;4&UK.^#R\YRY5SEI8ZKQ)^SC MT(**.W-
GZ_IN1,TFSYV#53+V)D\;7M\6AQB1,>45^J\1)6PY37P*5#;SCK_EY.^)D(_20UG;W\RC\$ M.U848GB\YDU>?VXJ-")
{4*8L\N)"DWW")C@IUQ02D4G\$X>57MGZPL\E_#Z M&'S+|^\$!0Z'G>OG)2*C9@9HWI?"HUW)G*\$\IF8?
^FY,E%FB\JRXK_ "3\!D-M M0I6*PX*N,4N1/J;12?"S*\$G\X4\!<@W%TO\AE;"3.4&-O)&YD MK= SX82BA)JN&\$)!ISBXR*(
M1ANT,S3\;*R9G#WD1G;P;V"(Q\$V\$OFF"Z3&14L3(G7_*.#1T M>U,!)+"&L2\!#1-C8PRI41\$<0:((. @9'Y(DMS%JU\!#-
MAL%F\!F#@=ICO4\#6/(ASK M0+BY 4W+/66P6F\("CG6\$?I9'D48%7#(H(*NC%XP".6:SFZ9W=Z+A MDBBQUE/
Q(DFBQ>0?HW8S7>6#\!*C(#Z%"5HNYO%4\MZSL;!\T\!EOH;HV M\!XCGT4OBYUA-A/GCC\XN&8I8+7W 8W
>N'R\?@ALR#5\Z47)L\F+?#4+J MK;!\8\!)LN0GV\$?D8ER^DX8\8AXE&92);!2_=?G#NX_\$O&#HDH\H7)".S\$JQ.9'?
S<_K7"Y M?5M7>D=7.B;KM\(*5Y@5.R<=>=KG3\$5JY\QVRTM Z%BL=LY6&WY&SG*3.IZ\$ M@XO%)3>=CA?
L4GV_1%'7ADS%0_O_!%E.KNSI>22(@LL(*+OD"F9#IY2KAGET&<L?>S? \$ MU8G@_7R?
PM@:L6P\$8\GM0S&9LW7Q46@H.1NG25EK_R\$0-L9.!&"OGZV8S^0^
MB<:E\!JORO&BQ4B\+G\J\!=3TMH_!>6+X9&S5-MT=(!.I).SNOMFP.I>C'Y6 M8(R(\V(1V5O'RC@>#) M*UH-
KW(A#%GU+X-P\WX\$?X3M_R\!FIDA&0-F<J&5&(!.E\PF&*,JQ)I M"@('WIE'"#Z\HX>|^9/T\$VJ\TO^S_@!?
I"=DE%?S@^=KPL\Y0T\!S%<034 MR4?2%Z0\!=1)\$NY_&0P*+H'^O\A;B\+=+0 &!\M=88RE:M?=#(=3R/H1@5;+-B
M6\!0DXPJ3+1F8M\4COXWUR+VVR8\!(&E&*SD#IF.CAC2U%HOAGGLQ+!3+2%U MO<>_X%" +FP+(H2=*,\+3YH>53I?
1,6-0NMWN+#?AJ0W"FU=@:!\%""6%T>Z\LY;Z8\KLVV V05L&D>1SD;2;"\45 M6Q\!HAA=)!%&0'GH.'"'+FCO;\!@Y
C\9#9LSOM^F.M#(IQ-DQ7D\!>(_XQA^@8FDV5>_98,5RA+8DM_#V)R&<3T=W3(88778=GG
MAYRSG2^RG\M\RS#\$D6XYL M0\J?37)B"-M#+H MR>I" C9DL XBO3TN
/X+YRLE):'&A"-W;1(B'/A\O)_L+J65_7"JH_#<C\?IP2\<5YPN386F#-!42XEJDI%. @&N9 M_70N1^.;
(DK\I&U*985%;A,=LT0M61\$18N+4BB;=G,UBOAPSQN,(HO M EYML:;?SG\!\$E"@25(^%\$WY;
+XU&C;3&IPPB\J68L#43.S6P2S\H_M\!>Z\Y.AC?2?GCTOLKPBNA)YNYV5E8Z8Q"2@8UP(GZ;X\!N.MP#RDXC+&
B2OGPI2B+F\$T*JR<3\4T_*=R&/"0:E 0TCX?7A27;+RD\JPA&X_\$.ROY,7+L W.8%
M(;>8FH\$Y<=1G)CKQ*5P@QPBS:6^.);!_04-8U2F@:R@J_HY\5\!T+,8%=%A#<8'FV+7*^=T10V/8E
;EY%;_ (F#',9')@B MQ\!+>/UOA+QC"&5L*Z@>#R-"9&\$*1<)25.07AJW1\H*UDR)L5G
MOL.W7N+P\$IV69IN.DH"E\$*7;2X&V);O MVRZ\FX*E+!\HWNRA_5GUW>W^ZV8.4O"<"X6-
T0R=3R(\;RGO&"\$P3&H;C=-M6V)4\DZ7-?;(K#A;)I^;6XVN-; PM^C9Z*V9'RV'1K M3<4*WP7^F@+V,!WRXO
)\!^00VFU<>P\52_1%><%(B&\$#L';0TP&EHY&C^X#7 M\GR3PW+L\J9E%="33L6\UAS\$X3P&J_C%HD6(HD,(\^(P/
"T>DW^#JDB+ MH&L0J=;!D1B1*@\WW\H2VW+4A6\3?L5+;2CAB.(LO\!%?)B&JH&?(H.=)R M\!O\V(GEV-
'E@%JA,^)\AJZ\4HKGP)<=HLOQ2\$= ?@CY#++W BY3IR;A5N'Y?&9##2IP M43;W=DQJLA"OP*(P/DK
#;R/8NDCD4,3F&1T8@Y(>:Q_8_VHQ3CU@J\?2CH>R OX\KWQ/R3\JF>(\
M#8+^RO\KP"Z5XG?;'8>TB2\!)CXMP&;STPE_G^!V<)E\$MX5\B(#N\$;#BC<=% MHJ'8Y%='>^!W596LZ?9:9V-
FI6%069T> \$PWA\Y%,\9A)4;CG/U'XZ?;=&S M+BYO%3FOOGAD^OX\80\YTL3PZ(;96><3/Z\,7C'V\,12YHE;
MIQ7\@A\BE'H9?2G"?E6DI?"XE6\U07;G@A2V;&TBD@/H<^<@&8M=-Y\RB MM\H@LC%-_ZH9BF<04B^Y)H
"ZJ#KDM-UEY8KG_-U\9\<-OR-&*WDUF M ?FADFL+PMP0G5S/&H.T\ RTV\$W*#-
)%C^BB\JRLW2'N3\$X\I9H@I?);!E=LL MPX700(N-B)8&0(QJ4?;#N6ALSIPS\NR3RW_?I>S"H4' V*U7#X_7_!\SYK
MK*\$G6^.;""H;U(8CLN\!JAA>U<=;!I2R.DAF>#&EOICGDD \!=6A"7FI3\ MK.5D2@:=/;<%(K_S\I
=T_';Y3L\LTAS*P03,06\JDA\W>Q7>/_XU9Q)_L(C MO+%LS'3TGBP(T-OCF;\!-G\$'_AW?
<@MAF2NY%#1CP6KKQ2'S.D\$1.%>SXH MG+\$R@^8\6\YU\!(%E>HTK1\2(N-U*DGZ *&)4CXBANE0FB;N\K7P4
M'(FZO MEQSQ@)_=B,O\Y\$X@TA\! AE:EM#"1*Z<42DG\F"MKU\J\!#08R<);0XS(8@5E M6WMX;CB:M1BA@.A-
US6'R2&5)NRU';L> Z\^8I8Z\4Y(2R\4Q M@_!=O;X M'#;4"+A*BLCVB->P\@Q\!T\ZU/Q#\LAXL#_!\6-CM-\$R8A(&A)=)
(&Q\!M\!EL*+!<*0@194?WMDHS.X IBWRE\1F>;EI9VG\F.WGL6BWGK MO\JR<(KF?5YB&OO\7*UZ6BX2;0-#@E,%HL
6\$&0L%A).@Y%H_1Y6#QAL*HE2'MHJ7L\!AEN.(CMH4-H\AUL5;"A0YUP+;9YFUY-7<-BH3ZG@;LL<(5S?^O=A ML(9
1RV^8N0'DR@8A?20QYDV\$IP8A@A"S">13808<M\N".DO@C\VEN"&*"#\$ASU%Q.;(MZXH;ZE;)J1P=#?DIB\
MM\$CUK4.VP\GYH.BPG&"\!_#3WG3OR;I>C^A#Y&IDMAUO,="""#(B9\2*CN7"%05?&RRT\$T\$H-R_088S0Y
M&@+@N RQC2ETU'X'4>)8/(R=^..^"D@L\MKM@LCR>GW E\Z'TT".H#AY%COY MJOQ.OC\;V>
<^GQ'V0/Y.ON#XYR#;\!; F& Q4^MUHO1<|\22%#02R)XPD?37F MK@6-)_9>^ #SR0=? 3I\$3A&-M4O?O6>#ILMD2;9+
(-YPO)L)R9E<>@<!\F5 MBJ70\TE | T&IP&FEK9>=^AU+H);"C^R&-[614(@6R\$=_PX@C\B)0&M0Q0
M.@V&*G3K)Y\H?SNSQ0N/XW=YM-Y^TN7ST&2EI#(RU;ZA&G\!%::SLIP%T6VL MXD\Z\IM"36N&
(C\J08>_G\BL/7P)&4R.;\WZ=G\K,2.)AP)1HC.PK\TS\$S2J MB1VOG\!@Y*CXR\W2\IT9""
V5;RYKMW5D)OQ<*\UW4N_%X_.\$'+&S\$R9 M,XC;30<8Z>\$+=_Y\$O@V^T>O2"+)XF*QT8Z3J=23
_1E8\Q\B\!D)8P-7#<M*+WC"N\YW?T\N7L"N'Z\!20 \BFIDA\!T\$A;..*8 =>>#KR8@#8SOPA%,1P MJE/V#;XU
UAZNR6R84C1@8FDM^ZGVZ3D.VH0.H.2-R3.4KH\6N2;23&\!^!A> #_XP3A\LN^?""4@
MZRE98\#|^GCA=U0&E_!FJ6U\W 0UQ*,2A\H\H"\$UDDL5JN<\$YL\;J\NRI M9.7\;V3LFG81X \L\!D\$ \$R.63M(+)-2)\-
*T;#G/_10M5H@,7D35H>_J<6\I M\!8P))R=;!\HU1)>>Q%*G\ORJ9Z;*UUA\$+JX /!:=)K'^0%0>;N+X;7ADT
M;YITQV\ETW)*TFX\$ _?Z8D5S%Z\ M#MD<+;BFF3=#IOYOXC,?WLPK&T98-4.6AWQ#?M?+UT"82GB-1)ZH3>D>!\3-Y
MDX\H\J32(=,*\1_K_S\@);JDM#C6\!F%XA3DKZ\!CR2GB1\J\!*=*J29(F
M6;>8J6JS2955^K8L@Z7U"CYRN*O(P*HTG"E)Q2U2^X^7J\X(#QBA;_GD
M8DWAX;?"82Y(D8(M<0PFZ4*G<&_T\&7J\2EA.R_18Jd<;B0HTXT&\O0RC)^ M*6^+E8B/AFQ@"!K?\$A&M;J*/+LM2-
BL_V\L)FOOMAF7^*4QBS2E\!TP M0I63Z\4^VU
;,\$\$*U_V#\$08HURC5\L\@"_09P=X;ED6H66V7&4K&H6GO.4D7N\$""%F\!|^<#B\H-
K\!0TKCM=;K\$*_YU\I%)'=M,!=OCXDHY9SHC)..0.9*HD\!D7!)WB@P"3SSX*/^3K.4 M**)4C<0C;>/\$JV#"F
@IUT(%MZX;VGL&3MT_NMUHY=JA&)/*>\$>AY2P04AD M"i9\$ 3^2 J:2R#1@?R1\$!P+HY+GB\WB?
Z;9L0LCE.TQ.@F\;_*O M>KWX&M%E)DAL9IBODB;_WPI^FC=,XSEF)(\!(R;Z@F&K*_EY;\^U70A*R8 M3&
!\#OP"4=R2ND2^Z 3>%\P(G)YSICB\AFPC%9M>W3GOR->1I8BF9N>,% M\!@WQ>EG-FMT)3T&(OLVDSGZ'V\!H&<

<\$&PF"P\1N\$SOCB+5"5"<&IQ.
MBC (9ASPP0# E8IN5"1:OTL_&IDDQ8>IUM,*;"P)@;#;+%*FK\,P(EP*!W///BQ*88SH4@C<9TY7X11":H2_N^6
M97B^&IC/F5J? \$ 32HU>N1:SHQ7KMV6J57 P1K0E4J_FNH\$),^AKPWQ%O.M&IGRE%:R'AZE<6L;\$)X+2.<:" 2!QI+P?
O9S.J9#(#X&H5_2"((8P*P3M;'E'5\$THR%G MM(UR+)P&,18(OYP@ (OM,*4*1,Y^4D,Z61G1:/"/7E:KF*(YY*@\$@W
M:053^IUI&I30%1*(XN\$%: CO(PIG%0+Z4,TI(1B8.O;PJ MK47BW? JAJCR,^S7YIA2J24AGF4C&:W4.)0DNRJK5LSJ
(17Y.J@PAI>Q*?" MU@.&SX)I%!)Q!63YI(H%E%W?NENZ7?12'X;K=ADF<:7Z^86_3*AF
3D5%\$>6:G^I0^*S+6+*13S;BY=XRJ 4.L@:IHO..,\$) M=1W7"@I0+R>2)%\$XH#7X*^9&I#X-GU'.Q>%K
MA)U;GRE58_"IL%>&":XA;#;ABU*Z@X=P#L\BWS_P*%;/SX4V-R_A=&(*OD=
M*F>H*Z5ZLD@35^"CAN\$/B\ Q4C:>"QXA7X,%(J=(YD=M=VD)@4Q*4C!0W
MZS=MS_"F;S:H4F4XT,1)17)R_ ^N,418=DG9 5\$/3<) H=19P50"6IH3^JW MPJ_?
!&KE'9H+MBYH7H*WD5^6D;T6F7?-<EBJGS23\$B. 7 L8YK!,"RTL M'#V*1)2'(Z(G+TR7&X^N"64:S,0\$2
JX%*PWWT4!^32N'ZUO3V\$%@,Z%_G_M#M%:_SF56+H+^IJB(C%MX8H-L4+2#-17.^+7LOPH-CQ:F%_ZO7FI=
M2AD1W8I3EL&S1G)/E0:F+(,++>G7&PHBI\$C\ ^)E<290_-9+;Q_ \$ 7K" MV2@>A\$S,T'G'O&:RIM<_2F&D-Q@:H
1&\$ATLIWPM,56Z(IJKD\$OIL_GO\$ M%0%3"YN C3^_KDA;5I^2;)Z^8,)1OHY;&89IV(M4^IUD-PG:99-
^+9+!8LY.IRT&SP;CQ;K@?R!2 =61IN+=_11.24/DH&@, % MBH% C3J#1SJA7RN,L9?*,O\$-G9IDD05
MV8JOSL)YS)Y.D^&?BL_#VHISQ*CI^DUI,P0Y28\$7_KS/YIZ_,8U.B> MX<+YU"W3,)Y^1@H*RA_!Y:LA+WI(CV5//J8-
>3IT+5"YIZC#S!6 M62Z+?(R1-J_M/OYI\IMYB/:OYGHX2P*2*Q37"TS=6!>>9?JR:0=^L'5M"9_Y9N\I_0.O*4D MR&?
PGV\$,!%-EGTWC1W>I C#9>#NQR5E3N6&I(3OIE:(^9Z,HZ\ /HSI9Y MF/>RLR)HF0AU%#V?7'JIS(\$4)0:13"?
@LHL^@*L: MAVF8RY<<99VDB62D\$7F26Z\$Z1F'(WPSI?<+ PV^5#FS9SIC^ ^0REZ MI@6NR#E8^/"0!?!?
OUYH9PIV>RL=&-Y8:12Q0:"PO1D!E\$ "IVF-DP;MH'W(M6'#9P.
CH(WC\%_6\$O3W(HRRP8G)A1K&*;.90)R_N(SE:'DI^3#6I&5I_ MF'DBDT=I\@BF/IB 3/ZVL2(ISXWLI-V_W+BA
Q/JIXQ_?PS&SPES*U@I442 MR/I^ /#Q=?&GORID/G_YMCF+_063C:36\A\O>6ZIS86827=?@'(H\$1 B6-
MQXE9'DSCUK^T=BYI1.DU_)2OZ_& &80_9LGGFIE,'M+LT=Z7X;-4X\261OZU
MK8EX3^IO+VKNKGIO08BQ>45R**\$;2^+^V;218O/ODZ M-NZ.K(T-"MBZU^>54@!'*Q#\$(='018"?
3%=%F!G1%=@C&LO8P4KF(9F*ID#_MI8_,H7_!82!24!6>OD2@)S!AY4TJT?LNT\$(HIZ(O#FDV7(3I'.R)AYA00Z7\$1)29-
;S@?3\$NU+4V>H MI-N4&#HN-KS_,*%HGZC@^RVG^_V1<)*+O%"R,I'L")YM;E)I/&R? JI7'B.W
M\$3)*DYVR9W^V^<)X1MYTJER=I*=23)YRP=YN^V9>Z_+UT)?,A19.0 MO&F*U)"4;HH MJ>
I4U)/@9IPTU>#VV1E;F>I_7+1#:(!*V>D)10?8)KM=;_YG?-/G673 MQR2(O&"/SY)+EHAZ:QM23T
O6#N1(N>%2&_4#0(%!ISR-<KS%0%1;6;D!SGT;@#?IZE^?VCQ"AV!H4B+,"+)KF!CSH>;>JDE!4DC
M^OP,;DV"5MVQAH0B"HK9#S4I5ZI M8*LB8.A1Y%DRJO,=\$/;_!OJCJAY2M&J<|*RB"G(O!)*8B_\$HMCCE\KJE^:0
MZX*;PMICT?@ICOVW(OD_.5CV#K7J)J=&!#@HUI#8-2^G!_JIT<% M\$3Y_!R0P88U"?
0V_8H^ (U^%P0L92,%K;W_8V9Y*>(Z\$>SPX5>52)N=!\$SM&_M-SPWM0_7'QC%/1E2072W3Z,CXB'9)+OR>MJX":+L"?
Y(RQ2)K^XIPW")I-> M%OUNO49>EI=W8 &PXC P VXYRZU^_SF=>ROYBN,6V4V-,(MC\F>(R&Y_?N
ME9J@LO\$M@YWM*X!#V#<I6H-5L";IWL2B =&I=QMD\$?=#&I/I9G8W#;_2)DR M_*O=2PAI1C0-I
?M4);Y&WANYV-18XUBF17F9(>JH)5 MH,N\$HE)JL0\$QS_-H#A307U/A_\$S?_B^834NU*!+B#4^1F-7V/D/R
M1M<+CK(BI%:_XC,D W8S>I^/\$UN0M2\ M:OR%B":TH55#E+,'A+,OP-LZ MT%9IWI@@@8WH,NZV,I
FKD3"2%>DOB3V\$ _132O4_2I\$ *+*!8;Y"R0Y.>C=E MDX\I/I#1@78<"22?GIDE2.#5,1!WD@I<(D,>2+6_JP;(I>S?
PX=?_I2\ _M_79:6\$XP@'LGS.AC"D/I_E-(&+;I\#PIR-0/+@-5&:9M@+++%(
M1CP%&84ID2>1\$&2IE!;PN3X*_/7IT,135L3;_="I>?Q'2O#I""LD\IKR+I" M2_*(I)=L-/D=TZ\$B,AMB8-L,IA6>-
P:ABVCM\IDZXKI+7I(I#I,Z/MM-"\$JL%KGN>;/G)#7MD3BZ;%2VP!%0+153Y_XHH\%DE+?
KUZ8"*_&!*0+;GVO4%9>)JM2B\$MYVKJ_ M6WP&BQ&:WDIX=P'>#L9X5@\$*B_M%GNOP!;H"VI
MD26,.FHT/SR?;5J;@ELXT*1UY Z?9 @/H)XG@GF K^F7^IY0>GC4OJY#M7 M3F%L()ZRA\$?CF/#MQ-K)=,YJ852,%
^2\$OEWH\ K>?"S9YV3V20+SX G@#"#,D M-2Q324 M2\$@?E(03\$0&_YR_N>I H+HO 1O(DF'XIZW!)QI#)B8I
2YA,B0F%1L;* _MW,+2IXCHR#XF5/F<*LUP#9(DF%\$;H \;B TE \N+OG)IQ-H>1392H@>31 MW%_ \$T'L*_MMLN?
Z6HAX2S@LA,J1))@F_GV\ _OZ0(A9P.ROR2EZJF=-2RHR M03^G"P\|CN^B6HK0%BKI(-XD
E9);IRLSS.53;E>/3)>="EG 1RDH&LF" M*M?3#U%A(STS(12A0YO.IAN)>UBU\$U'#C\$11@H2 "G%?"Z"/KYL(XX/FAR
M9(44A7805#SUO0I&%L^I+N2,'8C_ \$ TD0HU=PQ798/2B0TL0+T> FTO&S; M++_?8B*Q.T"?E.@S-IY\$<6+RIXIQT?
_K=83'"\$=-7Q2B\JE\$+(F(7X+H_I MNWV'E'_D5B&)H'I'C% CZ-(\$\$/1W6@'D)_5UK+4L==F@4I%PIX>5C6@&BJ
M@*9;#RYMY(ZD+_@L'1+ZB;_ #G J@6^*H_ =XZH\$IU(^*EGL
M1MJH<59\$V4MONE\$4I&\$0R^_HQMWFQC;13K&E7,S%MQ""=RD GWRQ_*D/IVP
MJROXYID0E^66XK)2\$I=5BFE;+^6A0')3*!K_#@E FR_)Y=ICK-&8Q+08E# MDXBU7XCK?03@_1_YU|=O*0!DT>IS!
#FINXNEPOHV\X\$B3_0 *OX"\$E&&,>_ M;B("Y% ^+=_UA03J)G;.:?@,CPHY1DG_KY\!27;Z#.G%OW/T>2S!N&++4H>Z&
M!CJD V/F.5&C5&I MB9;P;BH_-(9.1Z0PI+QADW NW<I9B3H9?I%<9/Y<&M^3
3@J+;1XHQHS>/#A&A_"^E1QYQ#"W4M"C)BN7DL5X5;_UZ_*25;4K3_MXA"*+A\@IP92I@J14+ O"UR-
G\$4!2'G9I% ^!C,7.7-P^#YO^SG'TL R\ MD^<+)&#C'/2@H%J+7@XIOGF=P)IE8(E3OJ+R!=IOVF+RF?YWD1XP!<
MK=M@WPV9A V(97IAQ.OB\H5L NJTCB DBU:DSL249IGZI-*Z)-G\H3YRG MR^5OY8'^>P)?
\$X*/@3D:7+/LG12!%0^@&\$2_/E#H9?IMR&C\H8<JK_17X-N3")P/I\$H(ZOY4L8;_@KLMH4!6&S
M!>OGL(JR"6;_ \$LK<0'N12H/BZ(WS>8=I WV 1XB9+48!X;_<#5Z>?@&\$B M^N#_2KH4<*=I!;7'QI>#I0-
IE\ C>#&;MAIH464+3I@P(O7-R6EN%U.ON'3 M<=Q!J0&MB?EIH\$HYX:0T7@7^;?X\>MFA*;>;SHHS9.\@Y Q/X<:
FG(Z,6 M>,&_&B5C!@O&I)=@,"&3I \$V^,I(^ (-_AJDG_N ^BVB,ZZXD0C1^,\$I)@:2I=W FP=D5\#0ZO5UO M1'21 HQ
_I>) _AZ&/I5L^?+%JM)Q% HT2*,F@B\I#_7M"\$Q';_C6<;(C M!3UR>900!07HZJ@N<9S!A^2IE3X-
P4A&%I+I*L.1789UK0Q AIDZ)*MF3;W M'HIEO-/<*W!#71X5IS'@<#YI>!3L CU@ XI^F:XCP L (-E M+;U;HI#-
Y*J114(P.9TO*_,@3.G*(9;_15B>EG AD*P;&-_!)L!OBQ8X;L M*!@I\YX5 PX+_M!>4D^<;F%13?
\$SBCM53;5&1G'XBF'XFP?9IMJ8+K MB.N)NGVXO<4<_YIGA9/S9T_-BU_>E1<\$Q*"="IBZ+VY&E)TM9R1V/T@
M'_*V;&I'7^&=I0_FD*IG>I'#JFX9>H_2I5_#X0CXW+YEVQOBKNPCJ(6/ MZJ"13;R3_@I'Z2%NC\+SD@GV/Y+R(6_TD-
KH)M3(+6V-5M1C^=5T @K:8 M. IYTI88C\4&ITK24ISRDJQ_R1SN,F,N1.9PF**&5_\$@Z44\)L>%\$S M?
KIRP%*WU=X9WEK\$(Q_YOY*)T0I(-3?17B_)IT,17SD*P?&=OZI&-T1AA_I MD:4H4%I0MHUI(= #+_^_QD&4_17_
\$BK">,CZ%<<^ADQOH>L+_F2PSIU8KC\$ MESA"QRINBO*
I@^IWT_"\$1G1H4,Z9.S17:R)_ ILM#EF8N@6H&9XW79:WXAQR7?JD\$J5/D^H\$3Y4">U\@BZ0:M0+I
M;_!8F%\$X\$U_8PGIBT*!0\$PKEC/"A*^(SIV9-MZC?GT+12*Z907E03NGFG_I> M?C+BXE/I_14#"J:F*)3+I;X>\$,_P3T>JB?
TI146/9+I^?1';Z;>J&-P% M!<1L84_Z) OTL@,^_!N5#15A@WBO!_B:92YE'9\^YX6-ND)W@(';\$:_SM
M8=44@B=\$IAH^00@/(HR\$)2N4I+I %-\$A'2)-QWA01C*F;#<;>BJK.15=FDJ M8'9KL72B1\$D3EVJDI?
YT*Y8NU\$LT1_8E_8IX\$AQ5:2N4B;QFM8CWIO5AT M%RFW\ LWI#_ ^Y*XIQ.IF^CC@#OF_X(MJ !\$J)"G2+I7X-
XTUG('N'7ZAXI^T MYDMB1E46Z#27GC*7S6I80^G F3M.HKUD\PI>\$"=W4SQ\$^P,63PI+I?N!EXQ MV)R.2.60L9T?
1L0IDA;_15X,DN7\$H=7Q3B%A>3IT?S*4!8U!H80:1)3@_MIQIKLAGO#*VC*(@32,4_8RI#T*XR0FJ/_@M(KO:*GLE2(6!
I^@0'QM=LS MS;#28S @D6K6P^*2CD =6SKR\$=!#X(=Y#7E7V*0%XL2Y,77@1_180FOAK43 MIF"M_*_ \$0EZZ/6?_I/?
I0#D#H@?2_11#>7F"(S(-Z9)AD11(-YD<4W M<4\$#17P;_RB=HJR1>E51HYH>M"O4F^7EX;^/K&*B"
UU?;16A1SSY/I MD3I>V6#@;I+P.HZ)S2+%7&OQ"+Q#;=O>"F.XIT4\$^E@%9!5^AW8) @>XLT

M">5\592QX4&\VY(T>)-0WCCYIL4 AWIX>,MG791V8)/J"IOV /%J MG9%"&BK7(^D6C;C8;1*"
(RBH\7.E3(PUE=\$U4BSI8.0IK4CI-DZHE8S82"\$F M:TS@QZ\$(%MT->EU@!*4(@.P@-QIDHJ\SSD8QH,-"/+6//EHH=
<%6/Q(1B-M03-TTQ3T<*"4K=QWJH%U.:>--^15M8K\$55E3I\$&CU;GAH^Z^H-
P,.0H#>D1,(@5SV)W>1ZSCI27Q(Z1XK=[B M->RH1Y1)/@UZ1N3>+50#T@W&RUC0H?BQ6;
ICAS?HBD=*80.IX'\$J=&=3 MON\ ^/E_ UWE7?6AIS_1_>?#2EX8CYM\ #Y U<51 M_1<=< (R\;KN_>+:(L
M/\$&J5@1Z2B60OQRF0FK*B\06M(:@T&TN0W2?8QOXTD)?-CC'N @B<%N<\$!^ M4?
2G\$R00F3U8D1":OY.0XBA_16JS56M7N\5.3B-%, T7UZ^53;SJ3M)-4N M(NKX52T\ X 82W%5E_-58*M2CYP4A\B\$&)
(3Y<<\$0M&S6_%1/-4IV4;9M5& M.FGE@6;GA86513\$VTE@18-VF'DXT;V6H;>_U8_8XU)!O:LAPXN'(Y(M5T.M
MP/%+"&-9",^8^-.WKKUW8CZ4018:>D.2;-IPTN9)MN6DUV%*&Q<9Q97L6(>& M\$&6Y5%>%V<@SU8<5?P?
F21590=2QA&J\T9(^!B:1(O6+NR)6Y7F/5%668@)IU M+1G*4(1LGK2B#N\,1O3;0AT>AH#14S3?-*%?
6DLBY&ISY2M.U\N\X>8U?@FS+*)DW MM.(RF-LU^KXHWTS*V.8EZ)>+ZEBG7G(5)0A&)(1?V*HKP>1-/F
M4L8PTNS\917G21!%.P.NQS_16SHSBW51>=5L5B(6'TPAT^2017CFKQ0F/PQ M9E!>+>/6*
(C.GR*D)>B/%X\67FTX"6Y9"91HUL+F/M-1!NDBG6X,=!QF=+HA^+SX&8C7V1N\!\$*%M4Y(>^)(25?<#Q-1DCIA8;
M#-(JKL Q\$1Y((!MN2'Y8%,2G15X)R7=16M6GBH^5T:E8E4^O,-=_@'KD:1 M=E=HD\1;%(;JE: @PXU7>*++L/Q)YY;2O'?
MECZ+1144RVC;"#A:;9 _N);-M)""@8\1(L7E6\CL^CZ*1L;U95?#(3GGHT:Q#1/\$53DM/J\:/;UZB!E:# HM MT\10W&J(J7
DYIDL3)39S@=YB(OE)H@3JK\O /XL-R3/C.VR\$<=X;OD MM2?Y88#XD;AYV.S5L(W=UC_1D6C+& M#*16_
NCI?;W1A* @#@!PH"C\$:/TE/?L\$!\$Q&* _AX@^+& BYT@E-J SB\$SE M/F
_L0\;C<1>BES\ICTFZ#6(#VEXI<8\CN=NF(XAX\W"FA1W^24)4MG"K** M>FM5-
Y#,CY%7!.E6\H3E\$234K3%STD+<KM6<4N KE'MKKHJ2+XN45^KK+7S7 M;G@;0 _WN;CA\$Q6BSF'Q8G\?
212H04N\WDHE<*U K-D0JN*OL^B)N\1(4SR?VT, M<="3\$GD1SL(K &M+L6Q1DZ0H "1=P\1@*1==P5%)1E5-ON_X9
*0/PV&-Y;2 M)41'T52M _R'XB X>SP'EUU7G5B2A@AF7\7H1 _FADF6N _DRI^S8D19'=&0 M
U>,>9\,'=O\$BA,NU",MO3.1?*)\$1@9OR.5 M\(+1+M%D\G2FNQJJE51PQK>5J\,A170U2NC).#TCY5WU1H8HP^2(:/E<+JP=
MH%"18S=2K-1YM/V %"/"C4H/HU(<.GXFH@QNF4\HX_09HME'(*Z7?;7! MQPT@/9PGFC?
%89E8<7SG023V*RV<11B14WHI"+*<^8F6;Y13..1KYP7M DB MB%~%VX_1<';N\@ _@940.0R*V'Z&1QV0\K"4\Z
MRPBM*MGCBFRW=X'M+F6QAA2"NX>X3Q+1F\$)MP#3 /+C-JW_2.M_9_3\SD-D MOXD13=F#
1>9FI0+/@H^HQW)0RCNPDH/N=B#6+/->RCIS=\$BC,5\$ M.(P*^C4W04GKKD5G906L9T)&J*9@X+HR8.N
32J\+DWL=<@1T;R M=<@;AF)/-3?"/%19")N4+3+G<3;..#19W"0#0#3%#(#SXF44\$G#X#Y3;KT7TA;HW7&Y5J
<=GH>2ADFS\$J-E0)BN6P8!%#TAM* M2&4&Y^5.C6\$YZX*KOIF&-1B6 X/1L>+16(1>:>=>G\5T11-O-
)Y+GLQED=E/8B5@D;L, MLIA'"N>QST-*QE#1.WS9AV-/N@)NODT0>H;XOLP MSJ%3'S#1?
CS'^1'A _H_1_>Q@=^GXD TYDHY03AEQ(?2S,R'6\$H"1.&0N M'6L*W(11A\1(2\FKJ\A!^1H2?
W>H'0_AQ=\$H" P@/(1">51@61R"AWD<^1;1 MQ')^Z")=17IY"\$3H(4;1;L*,< ?1P.GP67#0FWP>)-/@AD#LW'=(80OC81
MW)+YLHP, _&L7H*(E>TDI4FA>C!+"@9S-LM\19.GUM&P*"T*UFF*#Y\ @1>
MM(&SU#&8.K>PNH6%14JLWPZ\$AQ@*1%*IP\N@%K"KJHE61@.>.#XA!QQ1@Y+
M./9S(KJ\$+NP:0X3Q1DZ/O>1L#J!<^RZ&9"16AP">(TF1#B>E@I6>#.<)H M QOI*<8^%+<-
;KGIQ(716R9/P6;19_NWO&K\$Z2H=>Q(%54?O@%GX(V.Z^17 M*X'O7.6_0?Q3PT9L#D(M_T3*I=KAXWG+!/GB5?)?Y-
_8GY\$BD_M+15%&IXP-M32UMI#>SJ9X.6>.>8>#6&^B0EK%!Q0P&,1G-X\+ 8@EE*0<9(1J@BL03;3S=F
(1RP',GMF0X+X7#S)VR_/5H'0@TJ-1"D)3E^EM*59\$G MY\HJ,T3(M735W&.>4A0^"%8G:D0G>P&Y+O?
Q^OO#RER7/@TUM#XMZFRLG/ M8@\$9GL+9\(\$SH8SH<4D-@17(5)U2D^ZSP53*F61EB=(UJZDS.G"X\9NP"
MGF5NG.)1E#K;EA421_7?#D:@0;W.ZG8?P1L^+FJFIV9",D3QPY1UE\0.8DT0?>GST8F)D1 OR"FIE""V(B
M.9232Y\+3B'Y2I^=A@1VFBP-X;E)=^L_.CW^:@.7;1Z8WFD(->A#>QT"RB0XG)V\TDQ3'C2,3!-15; M\B!5'0?./N%4
(>OR@#\$1R6Y5)^C-=VC0>F4(?**RK!7;WGF\$-H*4/@=?=M,MUK(
1DVU=.8\FP8@H.S.\$&\$171\$#H4YK3AREV\$WSB*GS"KJ\$9FZJ.M2@H
M>5B=FKZ(U\$1H6*6&R12V0)YU8#A3%RI\$O:@0S)SLB-1C9HF)7Y+T2G^M\$A8
SQ%K0KC\USA*^C_(\$#SU07X%T?;.%2)-6GFE+&5HU^YJKJ\$2UXW+*6^(*=T7Q6\1_NZ9N>^YRW7P\$H<6<45R0*
PO/_!EQ%DK'SW00W!\$66%PEO5 M,>>K4)8,,N\$1+1.ZLD/_7_4YR^X>G\&R&7\J.D.7P M#;L;8N7ECH\G-RX^SVHV&\$(
BF1*EP;F49<"ATMO;G\91TGCD<^A?^#OT5. M7"9\C3JFAHUR&X\JHGM'BI"4G+)-TA\ O\$KU&\$S4VI+-=IXQ0T
%"1HYK;O MD/;<*E&>/0?ZSHT;MBNED8DT*4IL.S.C3I5(L)WOE@*ZD%WPYWR4#U*%9W MHLOB1?
P&.:^7*)=A^1.5TS\$BB-2**((L^E@#JV4.1L*P@DG7S;/1^21H'C<M0<1\$(X@D)G&=PIZ^/9%4JM50\2-X%/(JOP4R)OY*
S2EX#2+3#TO8UOKM) MY_"8@K)DJ<@PD0T+S0Z"N)!C/P0"1D&1_P(?=12OBT72(&E/;.=D+&Q MYB9@D1>
1\$23L;N)N9E*++QNLR>@H-7\Z3*MTY^1HHVPM;JV.GA4(KD^MMW'HXRT\WN#LY#.#E5"IOEY"YR
^A^>7_Z=1OSI=>OOR"+T\1*01#1" MG>0"7+:(+4?)(U.;2?9L.D7>16F C=\$E\Y7HWKH3BL%12ISMA2YF-!
M0V&BTIJ M^1 8%A\9Q*>B=B994EEWP^\$\$.3\DY\$O.2_Z_S(#D6*2UN/X\7Y.7\$@&1\$%(X'X\$GGD;MH/S.G4>Z
M=EFO!MT15.N\B\P!7@P\K;"3Y&XJF M)""\$*C #URA"ZR#+Y@11W009I3\BU<JF(O+^OBF7Z'YXXJ7=NO48>
M\$;>@H F<\$#D5)3&8>"3FRJ?\$.GA90_W"+;W"HQVQ0R/+<+*GE2.>LZ(SRF M@M/#E3@1^>=#?
XB.4?G05M/%W%U\23-<.M\1Z=@P5@'6)/80\E/(EX+I M+-=ZQV"G_1+E(JC^76')HJM=X96BV-TVFP^D.FJ=1%&>
)%Q'D(P571ZR M_-/B,=:4N@4ET/\$=,53\BD;2IH\PD7F1&%!&1^>^WYX_Q9CI\$9R5\3.OD@-)MB(H7V01>&1_>/1!*;1GD
^_ZIP=C>PPI?7Z04R:0@*5 NH'N&)4*B*0J3T MGU^MZ@EDIAH!:"VL\$=(1-EDI1"A\$QIX5A\1
(M41G4M\MEU.7>R^L9_T5 M.2?CN5DRBTU)"%XQIXR7(CYV@'KH580?#*=18-2&7LWB@1(94'4\$C"EXFCL MJ/
*#FLR.BMXX\7CSXJXZN9^B\PZ,*O*<3-3NB\JV3I8^4UJR/<1?XL/(01@ M.;1)U@12-W"8\BF1G""IT#1.@WA(>
(8CQ:'(QVX\U-O/H/4C=S28\1!>6 MG/2*HD/GFL7E84'29@./DF8\$R;7'HK<)(B_1>D>><\$Z0'XW'Q4;S0WU-VK
M1/PD%B+N(>>6%S@NC3M>1FU_5(63\$E1<+>0N"(D='^Q)%+D&-.?T)J\VOEA MH!^AGA**<108\+
<04MP1=SIDE+6";CNA<'3PX@F (Z"=SH9S<.@XU\1MAX9?N1 M\$9TM&W)87VP/LV>K0&2-AYH"0H)D/_: @9""8+/-RQ-
F9G<6%U=J(DQ?(GQ MSIP7+A;D;L;MV%FCT)17O.W"0SH>D;8((-\$9X2-4Z+N+?!J\HBY=RS2
M'G("8U7X\6MN@EZK)50(<("PFYS;"8R@12VXX>.X9/E >>H4;JHR^J0 M9/=7GNRN3F9+;W\5\$=,<2B@Q6<&E11
RD(\$Z54Z@F,QKS@TB.6FH# MKAO;?X=6-J7%//RWC-C;RZE\$KI'M6Q6C+)^ (PIXR4V(KHNQW^9=^Z\G;
M\$FU\KWAE2DQH4R1;" X8 EOP39MO@17W.W.^%(EYW10B;^G\9LP>R\@G M.*\$&KV5-/W>N;"D5J/X) K\$4844
&X)7-\$4JR3& M\B?Q23^.%SXS).X\Y2&:"V\$1_EA?&7\SOBLEQGT'5X+SX^1\#X'KD;10
M3EAIS.\$C@!XB\$LP*1^9S1^<2B_P11AP5O(YJ-ROW';5P+78%AJ%;,S 5.V# MR@*C./1\$%8Z6^&9\CR1@PH\0 LC?
P\$Y%AOIT0#YVBQ\$ M(HCN'EHEK MPS_EN/1;Q&(-ECH;8G:@F?6LB"98'GPZ'9)8P);RNY \$GN\10KL-GH-Y-1\$
MIQG_U=2_EPY043YB/^2GIF.O!N *+XGD3\G0CH>41C3&_VXS;NEK9TOL_!@218BN2(@QCEQX>7;T(9?WP4W^
MVQ^O_O#/_SLN*#+1C@+@)G3_1GFI_ S.1AW&#/_1X)VAPBH_ XC^?L?YL2S
ML_*N8LPKQW#AEAB4F'63(*SD.Y#/,AZN79H1)!(A\$1DLM/EGG_A"+TYH9@ M,>ADRH*BN #1&0;0(YP\>X.SELIRKO
MC0Q.AB"1")@Z5@5;L#1/2=-1G ME&4AB8:CFE0GRVT^%C7>%(ML>71#_+L2F1*M'_B+V6Y74+U_50HTZ1MQY
M6TH6E!31"1#N?4*H^;S#HN>'2\TIM-39ID(SO/I4CG/X>..&12E-3A\$M\+CA-EJ-BC M**6IT!JR9C%_
U3N;DS9824;AD"#423@YUPN;.*RK?(1D#49(Q^8O(E?W M>13?3A\B5BN
1*BS4LQ=V)1CUG#LQ"PPF6D\FR1Q/@GY(X\9LO^O8#W7B*0K8AV#C2I"B\RH"R)6,, M-F=P54E*?
S#4QKY+K.3#"F4\1@B&1Y\$MG: @R162(C?D3L1B>4(C?QMK=% M>)Q2PH(M.F%IBC\$4Z^O^\$(R IL?<
#>DA5S;HJZY\$4H8F&HED\$'(/7+^ M?<1XX\35DH"12Y/97;4A7*BRCE'W\11PBESAT&\$\$/OE;2-(5EE5/JC)23

M:DC,/RF%Z\$T5--40>29Q8&^O@U%JB#B?B5ERI+D2,J/!<8X=CU3(W\$STOPE M-MZ8J,!2M&O!@H!#L"1
%!=YIU%"4=P:7A#V45&(\$)^0!>2)LG5N^9*Y002"MU=V/I\K38\U"\$8'1R9!7M!\$Z,?
LVV/80^Sf)C^H>=>TPHS(GK#^F=O\ZRP% MQMR)C*V?D>SO0>|J#^BP,A"6MF)):/T:H!08/C'(R:J141(*.:743-)P>6N
M!\$>3T2>AB/!@65F Q:AL24GQCXHMZJ88>,2_(T^(* SS2LH!L90LBQ583F MC_->XG7BHN-4!)&<4>O@-
"VD9U14Y\$M7LXL\$C_QSHH-#OYIV^!& M0@ZA\1AA34#(KH!O)@(!PRA,/*50!9V-C!TL+J6*19FF6HY6*IDQN
MSN0HQ#T@9N)!"0BF5\14YM,Q&! *M"!+!%8YZ8NS(KT6:TB7/^+OQ=YD(K+ M3SR8@Z.)&>H\X!G>O1*DB!P#?
B@#AEU-D2\$!OFGXJH&6>8)4I7IS'?: MTR'G04%8F7QN>A@YLZCC.LARB!JDC)4O5"C@_6%"!8..C.HU#%GB@I5AVM:
MF-J8EHP!V>P^3FY9.F(IYVY8L,BKIF3(61-?O5_\$1+!>AH7B5R8O+</^(!_FV5"R"H!S)*&GH8@59Y5H^B_=NB;U5I-
MGDC!2T=)!@F)G;"&HL!O=I2_H\$25>N2J1@(!EP>T""B8..&Z#3(LUMMS<<
M!-U^X\$;K!5!0UK8IW)IRW;+2;!)2R2G1^!GT""K^L<+2JQZ"YM9V\$?:(ME5,W_'NPOXEJH"6DU-
*+;>K5OAD\$W!AC!HJGD!>FT^!46RODN7P"OGI@7M) 0:=;2"1"G.D@IEJ0"7E!%JXE!6L""78&C6Q2(2JZ%!
(0E#R%J4\$3YRE,#T M(Q<+<G)!<I@U016/0VN"47%PBLR3ZF&>=\$ KN!YR(XJEP:1G?)VEE!\$=J!ZR)KTAZ0BM-
K)@V1W;+O2,LI57?&5C*TCA MF=/X.7MA9>\$D!94RNLOZ6D7DPOO/0T A=&J1ZB7!GL8>DM-C^XR>>QVQ9B-8 M0?
1IG.#'30QC@?P!M8ZO:V!%0;7W6*K:2U\$6IYXZ?B9#-TV#=#>"1@P*I-HO8 M"SAV'BDX0M#T5N!H(LN2X.60\$0SE^-%
%+)+YT&M8\$TN:%P?W_^. "K\$HO9 M1^+;55D,S!T:0>32"ZX1EJ91=.(Q)H)D@P6WKCX!^W#^WK30K#
M9KV)%MQM!N!1\$!LK22H0HB"GX>+Z!6S"17^LB2Y"@AA8K69L:MXD"2LH- M21(G-S\$6!@B
!@:'O&4\$SIOH<@!J^F:IL UK!\$B-!0VIO!T^'O.?GV0W MAESIK7;Z;-8R(I4^Y H>5A"E*9AAJ\$>W&|\$*HD4Q2!
LX>D_4<0(@.1M0%ZM^:3D0^GZQR0&2)UEPAZ@JFZE:F%0.E3"PROA5O*S MI>MA!5'W011D^!L A9RCS(TV,%EJJ5P?
O!C @5!V#Y*)=B!N07DWJF(!LX# M:BY\$^Y"6YHM,6E7!A!0W,* @4(D!OZ1=SB-RO\K!2ETHQ:>VDYA 6B?_&\$
MK6(4 (&""04X MLQ6DWLQ@8!IPS"U2!2090\$).5!32M:02C)2:+!V7=X7!\$(@%X!Y!(*V>IT(&D\$RS/_M4JO-P7"
&GX*R8: M7'S(^U@D=XLFUORC)>=N5+X'"?M8*!;H7W6XK6A !SL)8'M!GTFUOXI>\$C M-
T2J"1B!^W_&RK%HR@;6;\$VQ5!.\$/KK@U!M;T^%FV8!7H!(2?;E!7G3TQ_ M(7*0.1")(.=CS^V.?
B*_5%8!JL%PPM<^!_Q)TV TR_MGT^!_1^ MIX9+;A3B/Y^@XH:#=>GM'^<^6*&1V<>I3^\$B>_0M0K-
23)H!%/'<.*0_4+ M,0Y*QOHFWML*8JFF^P5EVI@O)L6FTU"OC UR6UK35W MLX*!XDKN)
!;P*W6XX>L8&%!0S!F:~& BU:HR3)-3JNT-50_&XCV<(\$K*WD MF:D-%X"LI272.TM(!-;)@1B.O+T27*5ME:L!|L
X^!D5=D(2=E>S^7."\$ M&@!^JU_!:@:Q@0:_6&M!\$LZN^!YH5S*2%BP,W"H:1>|&C:43Q6!4_FS%ZI>S
M^X6P#\$AQ3!\$G(8BT^L@P6_!@DY&f8BVW"(Z9663V^XH;+JHDE+WK8=65
M!+@!E^U!;1@!QUOM0M!TIP*\$_.CG+4+9IR0^!M@M<|A?G(Y M!"L2Y&+16C"ZCFD%8V0^K3P0-<|CYV^78NE;C&
%T7*%S#3*T!RW%<0*4!QA M:490D84OV!\$-O!@08)=,_%:4LZ3+>|?2UV&WPS+!5%QZ&LV!?EFAUY!!9KC243=-^8?
=@82-8=DD3;1%")W%:B!J>:D!\$W,K 5+JMRGE A49!5S:V@A2MN*6/
MGV_L9P6!SXBHZZ(O(^FOR)A(=1^D:8^TU_ZJB.&W!&-XMIT61H!_9B\$R M@CL#B"
(B)WQ!_MY7K=@U)10+T@IG8R0K2GA"M(A3E#N&YO47KP_L40")-O:;-"HG6
MN%PS7_8R(464R%ZCX7!@!Z=ACJ4C"7ZEHHX@WY6\$5C=1#R6 M1T.1M*\$5)%0U+(=2&28XI75+FE+
(P@N!"GR>!DU:VLF+RBT.N0A5RDHPH M!Y6\$NB6=3'/MO01A*M;L*J,2!C6YOY,EI(DS40MU)U*VH96!1!K%*I
M6."OU@7YMQOB>GE&AN!ODE\$N^URD+J;=&6S8I5+;NAM39-15.KR!"!W!M.T+P#<3XYB'EBKM&U!X*@HS
9B@#8MO_4H5A O_!Y#@AW(@I/!F10M1K">9-D*=) ZQD39>/JWL4"Y MP')ZC(45>)>1X&[M]X>X
MZ!>L8&0>4P>Q-10H!|?B:=L:05\$5VY:OA/H4-W2Q@BQ!|!#2TPN7HP8WRZBG M'41&6>"#G1&?L6(5
\$A#+%K.,D+>7KX00A\$21,0%*F&.@!M?!,*OFF\$<84*KN!A!U\$RUQLOB%(LSXT;A!L78I:RA'?>HVVY(OB)\$B!^%7<
MHE_B))34XU VLE)%RZ6\$5&&2!5963#Y TFDT=EX048FNJ>TP>?QJ*8>0_0>L MBC^!&@:YK\$J16*O+!%P2*X3,
(!>F-D.KH:Q@0Z\$N\$@E&<5H 00:UE!&HM_ MND5IL&&5HI12CJHM%80HK=Z?>7_ YFY6\$%<)N=8VEA5-
K2!#6:9:0!5;-;" M% 'N1BK!W!U!X<%/DUQ!1&0)5!4;S_#2!OKUC!&DP)C=<7!_9/4,N3LBP MVP9!>6GJ4T:R@>G?
(!>:!R&4!R6#;#?C.M2<""V/R66>!6:~3R*0W=3E7_*M?I2_ SHO&JMQU=I>@-2'=C6"0!7!&>1J@GI(K5A!H9-C9
M"E(5<|L!QL!64?)Q10\$G> #;O:OK?;E-28R0K2R@#=#>NN=JF!5A!3N12BS M^Q OTQ*\$W\$#I8X7@T-S+ #N*44(%E&
!C^L+4?Q0KBOZ*L> L4\$1!% RNF+*M6 MK:XIU*UM(0;AYELP/13IW8VY:0;=IK=DTO)&BE0?
A6'3H(!5ZU8Q^*GO=6G# MR4-FGP "M!X\$E3!9P>E/*,)B#\$0?+_Q=\$ 4I>>M?
=3!^0Q4D+0ZM!;0=IC\$J^#3?7J%W^U8K)EP4!V!V=/'65A!15NM%XVF0 M>JHJT(V=K"!-
=Q*3V!\$KE5X4<=:;CL59QZC.@JQD8@%1 3JBQY!\$T_*!Y M?
+IT+ZVLH14D.)!K*;JUQGMNT.T^!F@2@U#81.6IDC:T@H13.Q!GD>;X=Y3\$ MCW\$09:NW^!
!D47Z" _K!XJ". "%0%7B&^QQ/6K!Q(74C?_6&&Q!Q+Q9I@:S\$
M50R%\$678SUFQ7R1+KMLFFN96D*ITUP4=8!\$%H.8079B!|@+"N_Y SNX8; ^M0D)/2MR1/+
(@WX#4T*")X.PW02WA(#*B-^&X)OD&1HZIZ9-S)BK6NU<_1 M>TRD!W&(!>P@.XD!A'P" _!P:/TB&1QS%?>#<-45!-
*H:UU"!@%L&44J8K MXUM9@!@G:V@% "1TCHZZA@%4"?& M>^>^?D6)0B:O-IA^R@!|K-PF-(Q&3QD!>X A!
!C82F#I,'!\$!N*Z@!^V MK^C6S5R)?M_4UHH+OR_%"!^@!\$T3*B*":2\$3!\$)6F\$:U@!"I< EVN8!MT! M"+N'(-
WFF@ZL5'9:2JSJ(T8!l5M3_AC*.<&2.AR3O/ODY08T!8MG&"EJ" MSU!X!B.U2.J:&.%1JRX=IM3C!0=IM^
%J!&O*F!":0@Q.'<..M733+?P_ M^!J!V(3PR)&@N!#/GP!X(Y(OY""E=ZRX#6L\$2L?K09U8G4Z6.J-K:\$>0D MK8#&-V
%KX6D!D10.2IYJ>5A"15F3;J3W3WY2Z>I7H42:MOD4!K.\$!2GF< M4+JMW9H=Q!-B=N)7*E.K&EM!A'Y\$J@8
M!^CN(0H*8KF)C8A ^&7J!+Z(PLIXYF!3/4!3RD=ZNRM17\$5;~\$!6H^: M?^:X1.C^C^M?><4PB(V!9K^=A!
<" JX/T#TW!<@G:"!>"FK!P"NYQ!>) M&YH#E)F9RE#",+;5ZP6K=Y0^Q^O%&VE>OT9EVM(!-
SC%5R!_O2Q^+Z6&2O M+2#^L5EY;#?"!#*2!@AODB5. <*D^E)HUBQXLVUA_ 'O4N01_!LJ<0\$SH!8!
MIC!VBTLM!K."%338(@?*:5(F-0+4D_/W9R_6#9213'_Z?X:KR F^(EP9Z69B#..%6GZ8.5JQ4^>I2 MQ!W7FUDQ?
2Y0\$BDR)2D_GW5_/KKV5A#T%;TM!|)!#G:&)(P/VG%A!0Q#@/O M2!17*XNT'6-
R:T)W>P&_W.9K.*W4@R=HD5ZY90U.(JE32V0!2J2536X^!M U_*B25?K!2!>HT2<+E=H^P-H>C&31(2CKB#XX?<
H&^@EH7P*SJ"FMSN8UO! M!M.Z")>+&I 4'IQ9X*=!0/W15K_#TS_HB!/:!^!+Y8SCK?N6RG+AM VG-M)Z\$O!Z!J!GH&
(>.DF+HM\$@K,*>R>?7-ZQK8CORD&MA_#BIM @HK6"/I8
M:SSI*!@HQ:@2VQJ8!*=;O*L5*U!;6TN!&#1&WIEFB+!H:04C_!3!6D!2O.&"YSJ#@4.JSG0>=)3>W< &I8< M?D?
!FQ6K^<C2!2#AFFKY:D53WM*(@J/_%P1!_4P!4F4:1%9?K!QM?903H_ M:05:P%"*XW@!8D8HW8/S0UH=1MK>"
(..!J%HK7MLQIG!1J2V8NT3!&W>_ M1R3WBQ;BDB4-ZCM8L9:2H!M029=>RL(DM@N3.HO2^LNLTP%X0^W:
(WPIWSF M!C TG@PW@>F/A9@A^8RR+.3EN@J=F6C+=<7.L/T)X!SPH_ Z?9RZ89T< M6;AIRXR^2O*?
HE37!\$W1WW^!>=UBZ/I-SV)H!QE:P_\$D="2!5" _!8191 M%)RZQ;#7X:=GU^8EA#=#.@.3#US!SBJL)HIV5MSPI?
HJN@=+W=H*8K!-" A6S4< HM5R!#)14.FIL!N'DB5(!U-U:X!LV_!P4-4D)(R2&9E
M1\$VMY>3<9@:'XX!_O:R"+*QQO/!W*!@NC!Y>9-QMJ\$P->IH!8FR/"2U2T'=M>OH21GQ5W:RD@*%><6>8N'D@@!+
M9.UQ#T8)=H=^7M#0U!+M!_EVJ>IAJ#;U8)2W OFQU!VL^G(GZ ED..5 M^PX:P9;6! 9S>FZN% V:.H8V!&L8
1S!C!P&ZV(!!)&D^3.M8LH!K2!2 M\$HMXMUC#G5!1IB1QIYW&V'RBX=%!H&&<6W_U!0VL6"
<%9K3N(6CH8@59RBR_ M3XD:25K38WJAK&)+(8""J<9.U=#>BE62U.E42!S*QM:0PB/A05!)\$N!HX4T M>(^
?:P@3%M=4FJO:~3"B)5CC8L2*!@S\$U'D7=<)2X6)#Q>C!^HNLU6&V4 M029@!;P4/QO2;UNG<9<J!3H9C MJ"Q-
IVHJQU MR_G^);"/!-M4.)LP+4S!BBB17KK)9""^17!+4H0A4HPN*2U_:T@V @)F*=Y MK8(=V9;/^+?
IFM%)1#%JHW/V%8P2@A6Y\$N)W!72*!Q8_*'=\$%:0#9HX =N M<@3C*W.(J)+E8VM((7Q&FM2KX&/_OCMQ0J>% A
^1*+C2R#O-ZJU^%"N(M+T0I>#JN0+Z*\$V9@5^_8YEZ3A_@O!#L2>*!DG:G_U0(L_?HY!^&GIY>J!MC^P

PUNQ<=DC0DLMT)0C\$EV%=X8+RXMQ4 JSZ20L^0KZA*=,STNT4VTIO8 M%(I\$E
6=FW2S8G4%5SLKD1SYLL+)9MYZDR&L(LP\T%I&K3WPI\,U&*Q6*8 M+ZT015+JN-ZB?
G\,NEE\GHEM\N1.B089BD\$+.H_ J2&W^MG9#N8I*Z,IC)Y M:7M8011X^(6Z\I6422T04T,W2\C#|XH7N.P/(X9ER,E2-
K>""PU HHCND7T MOP1,1,EC^Y1M5=-G:P@34PW+/0-FH8N(O\VPJ4@+*1%6ND MTIV9*4_4'5MHGI+>5A:;0W-00.?
K)1-?T@M'Y>(&=++J>DRO=UR'KO?K M'6X5I\P)"/+*V/T2^PF73W.6*M6J&>15P754/M_ \$ 5I#9'V4@RL<7 K6*6
UIM@|0WAT|O|H&"),L3D)O M7ZJAUD^(C\NRC%OR_9>8M>H2I@6KEOK.DC6L4H74@26,432=71-@C_WS,8<6I*3/
M:&"GRJULT,T*|H@I7K"EZ/WU:VM,(9@CY&(K7:5-*J=+2+U'K|_%*3*, == M>RL(DN&:/CU_4_M9M\VL(*GP,"MO
X,P:GU?PB*%6HQO01C*%_%,L^58_!&M\$(?6,8 JSY2DD14IE@<_&AF^OK"THVM(%5((=CMP_B(N,8H3QN&I!(OSW;D
MB&54NR18+;C9&SU_S I6\BSD%N1+0Y2)@Z?RV(FBS)D:R@KY*AM:L3)5\$UO% MNRI\$72:E""OPGM-
:VHJHH5X&MH)!"*A#J_.56U@Q:7YIR&6@.U^D@153%O/T MH-8P"79>0UE!@.V&_:/01G|H%XR/3-QK#G_266PX.=_?
ND>R\K^Y.X2PGMK&W\G9 M@=A.X#YE*+/6'G_E?Y68BLT7%7!2 YLBSZ0X.5T=C)"M+R AI,_I=>S;5&
M5DQ="R'1H)"E^!+)-K0"&HJB5"HA@_1Q@KY"4JM,V_+QTB25B0 MLE*FMOY*QK,"4:(J)"JK3I0!"D)HU:=-RM:<|<8C'9-
X>2%P2*1@HMR.T'&1Z MR8K=T50N\$12B1W+""=-/6:=-6304IZ'AL%@Q73DHL|J=H.IA
M1'5'UQ* "WZ!";3;K:061&F@U#LT" VX+RU;J:P6AN?C|!A(?C\$ILB+_Y<|! MOJ?Q=CRJ%>16 UA!,DV5O='4CQ\$;6#%E?
6+L\$U.M/RF6R+RW%<2:8\G(B#70 M/V&52MJJR+FW/0'WKL?>617 JPVLV&!E)@<,"#%IQ_)TB*IS,9(\$H:Q
M/U^:G+5D_O<(C\WTY)6'L|D-IG7PF<&_+D' M10Z3D\WO@Q!O88J(5=)G%4VLN_ ^4%E6=I-18R0K2ELG&C9CA^
9OE3@,2CY# M9A@92/BB:@YUQ_3IC>GO\V:18!QGJ2YEL'OUHZY;4J1*_0)90%51HK\VI0E\$4_-8B(S.K.P|S|=T|&?%
M2A?1#E|CFDRKSE17M9W\@6'Z&*W7!6X2!=""JIT5*Y\$KONR=+|WO3(VER;_M8"JH^0!OKX3->.VF@:|H1J|?
LQ(EYE71+*Y|11'E"="#^0" _:.0%N&(#?)1I MW^EO7B-H8X|1#2!WAM>OVA#&L6:'.L,Y8)DHRN*A4"7;1?F'R^YQJ T|8,@+!
M(R-E;1-LELP"^(L-%^+1,5TZVZJ+3RO+*%Q:24DV@94,RQ@^@TMI9D M_HA11|")2">"86**@=BXIA@00AB22I"IL=
M|K-B>Y:QP2&8,THAQ?LNPCLPT,SQC=VL(\$^!.(?7Z5\B>60^<(X)ID"V' ML(+L+W&\$CE_GRT.6 M9F|D,QW
D|'6:H#1+R;3D#L",0:*XGU\JLP3AIE>N*)KOWFYH9/8+7 2T:F M#IES-
1HUG:W8N|)\AEH)X,4F080(TVK"FA&L(%K(&Y=?F5I#@'EO.X@|X->. MQ(2
35%4*F%9.N97+J\$7LTS>T@1XKAH'O+13VFOP7I=-,11&23;17X-XXT< MVV/(|UFQ2W+)^R':XS?_X2I_:@6B#3-K2'-
_1"AI#6/9>VM((C2=>JIM+ M&TY_3BL1P,1Q|""O?I46Z_15/TCO;L*|=A_,UU,E=U%"_=
M5=W:"F)TFTQ_-(U88XOJ;U2J6\GOM)*PC_1?V)Z);:/>/P%RS(%OL21-5Z MZ&1-STAUVAI<
F#KV05I6G'LM>MIQ2K5QW-TGHHK-1KCC_G5,W,Z=RA6 M^1!ZSI-
IA#KTLG*QK<>P8A7OUFQD9R@K@*LH=Z723MIK_H'HD|=U"7W63&E=&^EL2,P491#3X0\XH5?S=CBV&M-
L1ZB/80JTON*Y.T&H-N5I#7Z1*G:QU.8E={>)S09!0E1=RO!E8P70!;!&_M4M=>#S%AU-
4*,FO5\$75Q98JVDUNY.9OLC18G MS;--Y-#FAGTM\$22>MR@,M3'78@LK5J=>50J?=-:6<+QE?O.PV"HP4PGORD:
M6|\$,+(!'9U(MM;|BTD).8)+\$R4V<|(B:|+DC(1!_G5IH2\$!_5K9I/9XE&Y)%_M6>52-KPRAU2^~^5M|5A9=LL*H&\$:-
\$M58RM(4IH.#/6F-OVM(+AB6M!>*JIV MDPNY'.KE,4&007Q(PR,|LC70\HVENO.G6M4*8QY=D_L@5K:
<3TZTBM#F)!_MJSKVFLAY!?!>R1\$*="|K'OZG=Z8IF5FP|J;)Y3CB*TXH!5;_%_W+!ZH
MN1"8JIT5#"=E^O'X'RYBP^T9K%_?00U M4;,U>A.A")LHP0PR." QXSE)F.T#FEI^P J62=+15\$'1BJ:3BR|W
M\$J19<6;Y*|G&PE_LX+?PG.K=2MM|BDI6,Y2|);5<=,YG%\$S-*6*(0+!<M*%_ZM\$N;3L|79,"BR71R""8-
&0%*%*TCD|=*KF!E|N-U&;050-9|V|H<-MFO!Q&T<*GWWU|H.2I""*,\$0KQ/C_1*2@1NC4&#9UR>LV+(+|\$CY4/X'3ZL0
M)BA:&?IROG<0@P/M.JR_:O+;|K;"L8U6>B|\$4N=\$&-HM6SNGY4U;PD>7T MW:(TV%#25-
>O.7T=PVK//R+FP"~^V3(AJ;SLI|MW?!T\$:J#Y|GULF*%2K7(M-2*BK)T5!10V+!4;HB|N\$&15ZHSI<5(:#.
%23GZ<77QVLW!'S|YRU'&=&8 M|=R5,9(F_:P@L*KW5@HDB%HM 40UT9V;QIC^JEDR3A_T"=M2Q=;Q6748|
MRL8>C+K"TG6PZ5E1|K(9XJ.D3;OE9L=@5TE>8NUO>P@RA0V|K3CNNMK)A\ M&922P_M"A"FI
|EN\$84SD35HL2G,HAI,04IAT6(J:NBVN;JK2"VXL@D4H7|UP MQ'X.Y*Z=3@-P9(1L-1H2SP*"E|=,>PEJN|P>
^2D4T@T;T_Y7)=H|-3J?AOVH%G4;J|?F%XYB?D/A8P!>"2%"\$%B"1=DTK-NTY/9MU4F4K?F9A9JETF MCY7|D3!
|K"3|SB7_FCZ100+=0Z0.V1%5,02|/-|JX5D^9JXS_*7@.PA435K"M5QV-1HX*L;*.X6U+UK|U7Q!
|3B(P15)|^&@Q370<|2#)\$ M|_X0UH;_VL|>UYE1"U^E@5B|H*P7L5|@|3Q|)CK47DDYC.*OX8@O15Y0)
M^)|0Q3|QOB5|K#<|'HZ0ONO_66H5_IP=7E^0|PG>EW4?%64,,P/MN/6+ZJ M(Y.K&DY/@B;PHJ9?
&G6P8EOK<"KQIENN_8)2BFFCV13=1H6".0HX=W5(MI:#
M%229&MF^8@%MI8;"5_0%|RM5(@Y=2PK&*!%L\$15%^EQJ3G|!<6A_\$G\$#95_M<3A>HPBM@ZQ(=02E3?
%FGS"&%;M+)|D5E9ZBGK@E.D36T@H0&18OC!BL4KJ*8
M;Q=MKOU'K!&=)7BN(G'7U1\$X>:JXF#9C6\$X&E@DIA/P4|-4PS>5:KV|(7=TM MOYCA_K2"1I0D)+/2?
D#CV|**5%#;,N+1,5I-8|)\$JFCN54US2TX/K|&_WLA@S*(FT5+6Q8BT\$<8JX>|K5JRMQE?Q*5%8/IOZ6\$8JS_H9\$'@
M)=+_LKV5A_D@--(DR"O@'LVO M1?ZW;G)KVTW<5,2|Y>Y)\$%(QVO2S@D#JD5W%^H#!;B,KIBX+<1.Y9U2MIS_13=
4)R1=-MZ>P8OT*1WB#DT7:T_H21!>=1C."G949)WE"P7O>8AX25#;BA4_M7>EI/GTX*|@!87/+B;7%4XUJ7"A:#J|2"S
YRXX@B|^3F)P@F%GZD*K/#H MGCB.%>N8.P@?(OR.D_AJ58 MOY;|K5B_:@4P?;2PJK\$5I'
3+WL\$#8S|Y996\$"&HDH:;>WT/*XB"E\$WT GO MHW0;UZRI2&L^1U"19F@("K)_=W!<6?|^\$OY_|+&2"@%/S
KV*_M^C7PX MX_LX^!&+=Y@#/_WS|_RA|_+G/?XRC>?1'>/&\$_R?'Z>'_A=S&S9>>,-
ZFY\$FAXI8U+VGGR^=,+T9*U&772=R;NVX+&M(TTWA^W"(VJ.\$/GS6/L/?|
GQ0I#=#R>Z6_C|PGFA=Z%_FW;J9C6+G=R)-4 M%(43+;#S%HA4F,?=M2#V_4J_QIR>+6ZC/K11JU_G>8?D0++?<
DO@-PH;UC)2W'FG"S/5^+&GEQ4H_M9)9U|_|#5NUE610M)FHY_G>88!10I('1JO93;.7L/Z|V_!BRZCE\$OVRVG)E
XP"7UUFCC'DV'5=7,H'R|&M,MNDYC'2!_FJ@Z|
<435/JI9%*B';P7Y|3>157G>V;A'D^3AUY7V7I+H*CY/_^YO>_13V?/HR9_9|Z'ZE5^;Z@LH|\$;E4HO'XS2>\$JYD-
VK;#13+DF=MDO!O:HALV90V4G,^=K"C)O_12|U)Q!_MO8K7LV:OPDO.&?4A7|N\|YPI'S*V'D" <^A#R);%)W#N?
C8AB\$2G&\$?@G9C_M2_9GU8>HK0T\$X<;#UE;\$X+"F?0A;S>%OW!;?4C>^J@;SJU_M5/6B0HH9WAE(\$S
DS)9&TV\$R(O3X'16|)6LPPH_1""|=LXQ=-,"OL%"ZK&
MZZO/AF!K4FRD0A5C9QJ:|VFY#KDK*=,17(&OEOT'6ZPT|>J.'Q(+);@MH
M%G|U7?DM1YF,W\$|MX|H;H2"PN=JD)"F@J|JUA2LD-?>;E.J2O|D=Y=J'S9W MM/ZD-2|<0-
+OCH:F\$HO|HERD);2|G5Z=5TV="28""/Y.26;Q4|FU8=H_MRI4Z|_|DFE;UWW=8)=RB*"4_K5#D"
(IBD|CX*==O7:M1IE,W_|TLD5E_M|LU"A;K#9\$0(OI?_(&*(&(_\$U|E)6PU>_H=.\$=QC:_M8WGM|AU*+B|^_DHV-
N55UMS3-LE<3U%#IY);RDWW.++IGE:<7FV&Q;=K;(_MM&-LTK%EWU3@U(VV3;7/Q+;0'C'9CM-
:@3,WL14V=++19MMLEK5\$YC,1HBS5_MFAHW27/720W'#>5Z)39D58H155ZE9A)J:6V-AQ6_4;RR>QX'T1|AN635ZCL
MD;G1|NY_QE/E*170R885D|H3G1M34?0ISC VWX*PBEA;^/_\$@H%6(I@X^\$J_MGNC*_IDZX8?
6K\$FQDA14^DXIW*/7QJKC-SKB@C-39?|/L:ON(I0)IE| MVNM%;_1L1FH|W6V7.9Y,WX,6|<5#
\$C91W|VCV+|L\$E:UUB^D073\$1?"P"M*=,C_NA&VG/9WF6_8BV&CPD)X0'7|K&NA1,E#;89(+2.5ZVU3EU(SZ5Q
MK/73AQ^=!&<G_M@U2N@&@-C|3^FBG_V22?TE#Z@;_D74.AZ=1!_T!7!=
M&N?;ZUJ;+&+8%X|=IG\$15T\$VYJO_9HMPMBD\|9A1.=18HR:>1 TWQ>I?&_M,N_H&THX44PLMUC(|LY&(1-
_Y';6)3|^?2\$ YY\$90)W_HDO>7IQ<Q;0NU MN^6;XCS/&B2_YZ"#"|E@S7=4)9#UTO:0V;\$SB)|ZP(-1A=-=&Z%|1X%!
M'@I\$=QI=R@U(07|8J#9=J-W.8(&WMSS!)_S/X%-P>\$7P;=>9"Q%0/H@165L_M.Z;_ZT(=#_K@CMMHQ,|JLCW1160Q
^\$19N419X;IX_0|1PO.%R_K#^_V6_MZ#Y;N/#2|8^A/7HE8;DT59CV"%X3XI#;L>O\0*1;3OY^5_3Y919#?%29WKJ
M/U>1>55GO&@X71YOD+J;38(VA*O+11-Z1=\$!-=Q23;WZ)2=-,H\$4_-!|OX!_M(DO\@Y4O_9>J6HMF|>RV103)7(AG4-

:KGY>CZVDI61.A08WY9NW88NH M6D~/6EDIJXZFK31I\$ 2S!7\$^*! L+B96W^H(8Q+MQ>:G(\$/?
M9HJM@YIW+PG("PRVNR#Q(-H#- 0%T5(&LW4U&^U"Y(4BS*@@8D7S#/64QOV MF4%"XEJ3->O?
\$/Z@+._+!4X>*,!G97I&DR*P M^G+P&:C!PFSN-^U\$S^8K2C-88@(F1*KKX-KW4M%N)EL/A2'LC-C_XB:-(N%U
M4=UWZ^X3SDM,M?Z>+K69<./0%6<I\$!>VTP-8")\$:8KZ/U42G4JL,=TT M4819%>+
NOIW042*R4.%; T6;^HU+8B.C9428WZ3E.*CEF"M9I#@N=TLW63 MC1+12-K4OF>LI?-E@>91Y+
(TZ1Q"R^FGS14@4T5L:GT.V.9EM" ZX)D5IJK MM(X3EE2\$Q3.4WKWC^R9.L-CF)D=B.0(W.4AW.7EZ&V6.X:XX.10Q9-
F*7N,K M6OWVJ%I/=V6@K/DE=M.5X*!I3L\HH24%+MVT\!33%G>UJHWP;A(4,JQ5#5
M>K+L_X(@=A;YBU=I4#>L@.)R72OLIEN1=F/81BL DDINS;\$*D>QS,WT65;; MS!AD?I9X-DT6?
^!4@F!K!EC:*TOAT65+>,7P9I&"WLYX4IKRSYKAAEYKDK; MJ=%:??
M;+FIC+T<)JXW8%!\V0X=M-T^72>8#. "8&:F!5%=-JH-UQ?!.IF?N")6 M5\$2/RV*.5CHUN?8N OZIE8"A\I6<-
?:2Q=EMKY9,Z?C:-YO) 7*MK10MD7P M9K.VEC!..29?K+K6+V%-FMWG)F3<(2)-
MB0NANKNU&^)^%X%J=-#TU.2PO@G-F MAU"S2!"J>MJ4;B:JX(IUT#IN/8+!,L^V^;WD\$15=1:"IM#I\$B_+I3#)
M;L.9C,^+@)PXL@X1&#(K,@8ZH/IOE,(V+R.\$VXXPB*F20 M+L.9YWF3*X!N:/BP&I<.<>&L^S#2G!
RPYDW@G)MJ\$68..V TRD>XI&%(?D-Y /PD!+&/?Y! 0N8MHOIM2O:L/K!U3+G'DGRP M834O..J<.,43Y2&D)"?: C)PO^/
W5.YY12;-I%EB7!RR\$#0 _JIN A+?DW MS:RL8W5>L =K3VFI8,^0S.WKJU-6VZ\25!3YD+) "U\Z70&7!Q3_00_CMY^1
MOT&2W""7RI6^&5_0EIHIFP#CR7PBI3J=LA X?LDPH: ?B-FN3YZT&I/<< MUMQ(XITG%I%2!6SP/A;
I(MSPXYZ*WH^BUB;LZ!5FBXC'B*43=X%REFO(B# M&I!P\$S@..!1(L).WO I'T/%L5NWINDG'4H3/4A?K?
KQI">GR5S4F %!\W-;AIR.5.7I.TKBQSB(LA5NAE^_ M5O3=XRL:ZTH>_JZA9M_M.W>XM4VJONUFW>
<.,C=%QJ9<C\$>SG8I-J87YI2 MDK^+ (W(1:"AZNVFOREDSXNYJ+I.SUI<!\#E-<4?4(8Z>=V>(M/.ISX%Z?> M"H+<:
(E78&QD1\$&1VP_(Y!J>?K72%\$XW&6AQZ\$M??"P)HTONG\$XQ7L>(B M2&2V/XIN!6_P 2+FE2>\$I=PTRI!"##:
DR\$OWD1D%+(IE5?NP)^UFJ\$5+1T\ M0\FD\W)\$!Z8U#MWS:5)=K3?Tf@4U-9\U)ILM?&JMK\$WL&:1Y-RF='T40V(@?
MMLYS8AID\N5\$WQ8HHT!5!?!LG5L_19AU2,, @OY/V.5'D^84I&A\$".WGC9 M^7/6,5",.>@06_T1_3ZL0?X?/_YAAA:>?
_SXS!Y!FL."TOY&\$!WLJ969N MDEGI/I7Y7DI9?/(QO L"RWB4Y-W!%@TJK_B(KS!6G=)<"PZLNX"
:U:>YWRX^ED_M3U70+?2Y\$SZX6P?3>,KJL'5>1!JL,*;^LL6D+ M=JFFOW+%X%:X.S?
W4%!\X>:KOT,^"/*A:8PTWH\$J) M%<.GTI=,"X ^! M'3F>YWX8_GS979S,\$&O:),H?@++&<6#IFM,
(@\$):SW,&CQ%#I &(-W'P M@:C9\$H/E TBS&99I&A,ZUDCC!+(6=2KMDB=(?1#&&BI5\$A.9=Z57+47)I7
MWT_T>.&'B@="I<4H#;+I!<+;+Y..*!%7%&>:Z^/Q9@.6P) M=CIF16N
F7=I)8B_R*B!0LL"KU2O>L JX!8:#IB(XC#I^5%M&E)3WO@B- M/*@_ NO11*MQ ^GRYYE-I^J%X-
VP\$<'WT^@/O7A^QKG/T-96#I45!HW'TR M JM(=,).68Y-O6.06 UA\$Y,+SX@.^)9^0AX)733:4^=?I(K@/^WU(ID WY-?I
M'?U%T^\$SZCKEBO%*IYKC56TUV7IIV5!-IH+08'KT'4\$T,)?&<"9I(R0D)IEHL,(>H9-!=Q?UH(X-L+5OJJO%Q#%%-
_ILRIM=@! MO.9_D=IKUI^@JYU75:Y,=;VJ=-?E4I(1+KM8JQ/A+D&VWU%X\$-PVKT5<.
M>VBXLUH/U_/#O\$A3E#WA_950P>LE##:T!NAJFI2'S99IS7R^>*TIA/P4I1#
M#9&WCQ\$MTMH>\$!3'R&8:IO!"C:8%X:=I/7@O*DRS46FI@#LGRAD</T=VIMW6C#1S(7#;^#!3D M"8 *BKN:;5Q@?
M'=R/H,BVPT(RP:ZH9<13^!-G"KE\$G#&@:-G=6%"=Z MUVODX0/\$C\L3ENZ7)(P<_A!>PQ_PE5K^A=ROU!O@W0?
IVX"M'8O1>IP# XQ59P0#IAG9U)I05LPL9Q!Q?KE7+FIJHPI=7S/"OC/R' 0")= M'IVO?&N4++#6UJVF-
W'L^WT2RPWG5W5TQLOQF1Y5ZPGIZQVN.WDMM?P2%"I6>MDJO?2C3L(BR9O\LO\$^
MAD'SOO9<H0:83OG^P(FD^&UPU6:@I-3\$^X>H"^7O=W@T2'C.'KTRT'3SU M\$3;K,^#W(I-0_1:9!#G.#)
<;4/C//B%F<'<?7VISQ-L/V?#K8N<I'J'DIV M-S\EOGTG!\$11HT4>P,*LSIW=7<+ MGNI:I(K">AKVTWG>I6_O-R@I<-
M^G!%7IS2#_!21-)LNVH_3I= A60ZRC_A(GOO:JL\HRVB4H_3E..S:MI\7 M/I4THI'TO\DR3?%8X)VP6\$GI>^H!-
V""@>H<1#4=D>H<:IZ4F2U*.AL M-81EJ3^?&_)6X-DO:QIP?FGG_11-M4'OG7@3\$^TF:8"Y Q?IWKZ50I-
DA*Y9:_1/UE=K*0Y7,16I\$=-'\$:0N(@%
MF*32UY*U2LY7M^HGH>8B=G6GX@OGS9JOE*X&#>"F=R3FC5LJM5%K\$0G34RI M7A=1Q>:C*+8RI0!?:B-
MNHJE.G5..+X&P:;E;K7D):T(V)NEB%X\$<I<2 M5&4)JQ?IX'Z\$U#;JLX.P<;WCDUL_9.X+*18%F7"=*J.M=>S-99
IDSDOA ^FPD08^>+ #U*R MTL:;8ZBPZ3RK_"(*CPYT_VH2VGMETHTWPI WL&\$V_D5LXA%NX5.5MEZ+_==*
M8IC:)+.)_0/<:O.2%!\&L.I@N6IO(V88N6B>*L7XIB\GO5OI\$:' M@/O,PE;#;.C253M@(-Z97W#3=IC?
6ORU11Y/VSBUIASZ1I72>I&I/LAI.IJV")K-NTEV+3/QS%NR=PA/^MGW^FA/&Z2%:RP03S50@<%+5
'_EP..@HBEL0I8EGE.P! S*+&JIC_9D*6X M%C=X"?#?+XPCP+_<^N?
&^9Z6UHLZ0JQOC6>X:!*TGO_C"5:0^_6\$&7_GDI M'J3/V)?&\$R3D'I#.
I@V:S"TR6R7#1>&=>):Z%)IAT*QAWM^TMUS,<@Z. M*:/^4@7HED6'E\$%\$YK7D?
ISDTB?GLVIXRKIFTY7+JRHZ?2JYVIMQO\L6 MD2=I*:IG
I@Y4VI=XDKVYX0(+4:2YS^RIS8DIZ&L2R+5=IL.6EIRJZ6SJ
M^IAO/DT6J&OJU_/A@LZI/#%G7L=3D5R\$59I!!="MO^(?#YLVU&F>USE\$S77 MF%L.8,?
Q/G&I2ZIR"Z:=_ \$7M5XQ://>1UY%GA:"3=M..\$-G28M?%:2E_EY M-NIOQW\$V6IQJ\$(AA;:\$G)_R^ZB!/:!,QF)DP7\$Q?T
:RX/R_4XIU*&AM M..==1HRP>&K23?=-YV&M.-JZ&%SE!.INC#YG.6 BAK\T/%U%""I#RGFT69 MY-IP?S3WTFZ!/9!29-
UO<M"@C=JIRIFM BC(KX//4QH.M0)IXD.^N<, M/_I('<*W!D@0V*O&!NAT!#B"/#UVZ.Z:S>)M-L-
'VW&I.4HW2(I_2XU9 M=T\$WP?4A#2),1+VV6R\RV9E?FY-NOLQWDV M63+Q^)IRYH*.IOW!S\$P?
(E)FIVJAXGE2G_VCFH_JIG-QS@ADZ3'6YO_Q/ ML7E_PZR?>52Z\$9<^B<3I/D("H I!+1R A4(IK@;\$;5&4\$F!
<#I">U^FF M2VP42#;JZ95P#;.G@4BMFV:694O145*J!_ G(IDY8\$E\$U6MQ!W#I9S7(12R M/=3=&DG0D)I(-F*
DU"O:KY M=.)I948M!F#GG:<^:9%*@GO)OPXYQ-;0;GA=P@^F9F!>"E^1-\$8G(AIX&S
MZE\$3AOVG#!313I%5C\$C\H>PXWZT76EFNT)B%EQ)1_HP;H_IX"O7F>7 U:9 M?-Y5S:IG&NS*CO25:VM^@_-
BU(&=982?LY/I^FV\$4< &9>) (L(R^HC=A M6@E>O\$D4=0<LDC_ =^FPHZF*EA5P"F=;1I7D9AZK
MV3#18\$LOKOUXCK>I P06_@@)W'I2I!\$*7MT7^8IEWB5)G-S\$>?10KL\$-PUO M15KM481P:I++N@PYQ^/=C8?G+
+U8%+|=3/I'E*V*V5N5V!> "IRC/A 4IL MP^JT..RM1K._ 4^X#Y,+GA%S\@D.0 QLG^INTY"YWMT-CF^!*=R;:
(DT1>@6RO=I02Y,TUJ& M3I#7F=WZ:QPE_>\$X25*COVJ #TV(GO&2%:_>I>H&(W1 9L:/5\$).1 M*F!5W81NF@:K
K\$<*37@QM^<<&?D1UOWKY2+4.W&I&6G7%GK_Z:09C.43R)"#3D^%+;7L> M^P4MO1"-KCU4Z1S/LU6
I0ICSV&W/O5W:~M>(+> HN>B_-82O?(I2 I"+=8G7V+5IOX
MD+J1OWK#8_0:9%R;^41M*!XPGIH%_!6HIZ1OFS)@I-M:+36M*4ETUZ!V:7 M:6DXZ:0G
UQN\DH\I/B90VG&0\$S:N)OT7:V^"BCNS>CW@/RS%G-J',8.S8>W M^*2IX5^<^F@,\D4K^7/"2>K_"M>
I:7T<2T(O.%.! TLG:N M#XI_E_5X@UTL";S7TKBI@7@Q_3.O!23AY,3QJN.C:2=<?XM^;Y+Y3""87R'+# MRTI8SQ?O-
&6H:;1N'NY5_B'2IKT1CJ^E=,Z@N=I7AP>IJ-EW/I#I!<UXI9 MJ_Y@I5!IR.LW^! \$I@*U8U0!_?S.JCX7F
UIG(PZ=j/9@%/ZI=IGS_!0? MI_&\$;2SY9D/8<F8E'13K=-%*EJ_IRV:RXHP5I3\$6R.E^S>QIV_V_RBKB/AI3;DHN/KYAI
M?5Q=3SONM)_K_?6P3RIBT>A<3-H%U!04R^IH#C")T129(A4/X7IAH//@ M'0!=#!
(JAK5X:&P'_#J#&FK2NPMC7IRU(E:N3DLI21T^+3_<OF+Q33! MH3G#O6T4I<4EJPN/CG'F^<^2E#F^UJQ...72^
=MP;)Q2A;_&CA MG..QGU4M2@&_<1"(@MZ@*"; P6RL9-F9>^=I ZBN/N;:0Y1S/^4>Y2P4SBD*+ M(@+)&
IG\SW^E@KQKAX%(NR'9H4-/UCD_P\N_MLA(I@Y^AYF9X!UWSC4IU,V!0DR:I*9E..5.26%"E'WW;4*0M;5.'6:HNHJ?
D9+W-MH!7&O238LJOV)D@I"3@GZ09_I=1N7YLYX)#&AZI%(Y!1%&
M72R0KDQO:6\$IZ9"/>AAX,J84U4>9%O=@;.M4F):;1AB.DC_)5_-(G7@8H.
ML<6\$FY0>GV*OZ*!+5?/)"BS!0K_J&+NL1835OIB(MI;"ZI*CEP&4&P9Z?

HR8J(EY/780A&AQ:QN'.5V&Q?&O^#'^<=RF6|BV\F|^=5:CNZ"&BO?O=E3PMT\$9SO?1/
M:DF".2U@99\$8I7L%5WM+Y2=\$=I X,3J|+E;.98.@:>F"J,Y)S9J#;F,J7_Z M..JM6*HP*K-
F_OECAW9C9VIH9@SJE..G*MD6|!|73A_P\$E34B\H%Q%L3#_M-071@.U"&LA_G74.).0013L#COEQ,I_GS(?
TMUL\$K3)\$TL7/6X2RSRRUE,D2JG<*&TE>@T'^-8H.CI@JOR_6.P:HP0.2_*9 MJ L/DUG/R0)N?
MS=IU,9JY0B0?4!W7X)LBW/J6E,\$C#K;=L55^N S:ZA MS|U#D>4I3L:|'\$^|SY+|KGZ?2W_L^O(*|1H"BHR8*4'5=/
MUD-Y|^Z%|Q_R/5)|MZ0_CZ4*8CEE|D+OZKW,J-\$N9HG#C+U&C|A>%0ASPPE M1\$S&KVX|HZE?
U8:~/1LHX|RE/E27;@3AEF"DH85KZ|::A 3A_SG/&1)13 M3A?OVO>-OH-
\$UO_BC,0;8KF^93KRLQNBEC("BHGJB6S5O^>Y/T0>Y&B6T3_M^Q IOBR,N'GG(68-=@XW)'@12GXI9VW4>;HH?
F%&.^EEHIM<#7C1?<"ULQ_MC%Q\$2(Q)-4(TXZF5_HM@5Y/-HXE5%Q_*6#-1Y)?%XOD|S:8FYGR>AFM;2PZ
MP<"6UI@*5I?F>COW6#A3.T^_~TPM+F>|J9JDA+(=YR*"M\$REA,K-?F41|R MK2WNDEFF+AW;R.(AHL\$F>I-
WLI<.P4@+PQM.X6=;0^Q%A-EUV)A-1M|+J%K_ MJO4XR>
|ZIG2LV.EW.J|S2%UO5^2N17J0H+HYHN&K8SZ0T3.S7H3MG4N,/^MY8.!0:~3EXMG*>AH
N|Z"LX5S"|"S|8IL\$O_YH3?23K)<9R&HE"8).V("LE MV\$;\$JTOH9_S9=NR1_#ESD^S6S61AB0-I9&IF?
40^CA0=,/GFIJ+8CT-M:SZ| MU: ^=TCC7|H5OUKZ%#Y>6K?8FH_-\$7MS..MK5)N;5-.B8I>RF+E&6XY(CH8_MCB(O"(-
<&|C0'WA./F6(O\ANG%#CKVT7).|PT7DLP0YZ=|SE)6K"8!-93!5 MS3JP'9NG^@L*_ELH>|/"\$G>#OA|
5|VJE:7+0Y9E;@2N'QU08KLO|/"\$5G9W: M7(N|U39\$&XQF%_GXBE%,N=U:*T>Q|B|S ^ESFN\$PAKN|&>'AO\$6H-
OOI>5%<.:A'#3GO6(8N?*"K"@8P0JF"? MPICCMSW&6%G+C<.CX0QP2L^KQ'8RF+O5Z@^_~J&@+XR1T40G&#X?0-
*OKH|M_!5XD8IM;1HX1<..DXGW?\$2Q#_L;4-64O;A%*2=5#LUJ:B+6U'L:|ZSP(? M+Y)=K6?D'1*25D%C(I%/I.*
|_2%CIHJ46;5?KYR'3Y@+9P|G3GM+&G;< MT25Y2|Q/JG|+=XY|(?#JA*"1)LXUHHF_>|U(\$EQBS_~491?C9_HH?
L/3V M@%90|6H'U|L+Z|>|2.JWA7_~VWJPY+1&:2Q20U7"3E_/H|+)|#2N3)"2\$6-W20)_G_P=G|+A#3
M:QS##HCT;X^T0?@>~#|^*+61^Y@4DY|JEWPI!#8|6W="1WOU;#+_JC?|7|A
M|5='7#="2*L35&)P|_JEWR3"YLY&^AGR8OK|X^O_C|Y5_G|B#S^/S&-A
MC3;&7*2<^5(:ZBQ14EZ/>%K59N=N%N\$EO?8R_) @#Q|0!|I<;JR(<08A*2YZ
M?K:/#LGL@|X_U2;*3P4_1"06B43PTL1-7"\$L@L:(><+3HH#;#6B10!FC8
MC6AZ|B)|"I*J.OWIF&4WT7@+|JL&W=I4|<~*"XK@(#"?0+AL)_M")MO@C4A\,955QT6LPSCV|?;KD8SSL0B\$^T@#
@U_M\$24_QM^9+>#)|#"QHA8K|N*+8B5L2_~MH7-FA",|LBXH:HOKS&53"*^6:< M?6G2R9V
%8Z|BQB|X|HFCPKORH&OS+0;MAC86#@Y_BG@W9S+|J6D_&Y|&3
M.C9|P*3YL@CWCA_Z@09K.N|P(W|"%AA)|_JM6|JTLKBXFI+AL;*PYK8U#@_MF38:05^1@XR-
N\$+WE0Q#N..O.XRRN;@^"U9K25- MOUR|Z|YGL_X*^=3@|HG<4*B1ZZR?N&(KD9/G2G71ZDVAGY2Y>~#N5VT
M\$4*,M7|H8&:0O|M.\$KH|/C+?Q9-QD/X3O*TP@QX|H#_MXG."#89W(?#LN*A@2R5'IJ?&C16_13)=!WA&TLROHS7QZB-
|D?EC?29'W61< MO8.NAQ6/^RC&+K<*X*9MFA5N*=M=&X'?7K|S|IR@_B8:R1R#H.3U\$,4H_M'_MA3|'I7\$&?T"O_~AJT-
|WTA|TK@PVYA<^B2|6|VT'=|B"@C?_FSVP^|6UY3 MS#+WQEO=|YSH3DYK7<|2V|PB|,3=WE\$,2+WX=VG>|6?
_@|F_7YMP>OBS9' ME|9,LL9UNS|+89U0S;3UC;W^GH5KH&9&HFL\$5\$|G8RJ@87KZG%X'O&"| M^GJP+%^+
+>739N2FVFFMV5!_35KA&D)M_K6@;@?|H9;|A><=BY(O"HU)
MH6,|D;|CWVD_Y_|BL|WE20MYT|_|=5)6=>G'MT|H;L=9@D7\$1_Z/E?F.EX6_M@?\$HW/F/RX1P+XL|XY;|_
YCLX4>SK%#A#*/MLIE/7F+0^G|WR(-5^|Z=DI\$0"=;B3J94B14&_J;?|=Q=%SY(?HB/"9=&> M4>SB?
2!|=2PU^P0XU"!TC='Y^&V~PEYQ|_!(@_|J_)ZF\$8&=O/R^~AGE;9G_M#=:N7QH|EL|Y65=TR"3H\$Q/OA;_~941OJ+U0-5J
M4+7|CR_("Q_(N|+7RR7'\$|OFM+|0T8,E'I#DZ|9^?TT|L;ND+?PK@&,>?M
M_:5A##.0KAD3@Z)YF4FE|0^QR"JO"&2E;|L:5X8_UD#B|9)V|N:(8Y2J65%Z\$X2'CYS"-<\$G-
/0\$3*=4;+Z;QWHI3QO(Z4G|!D_M\$=B-(84S3#&+2)KI(7L/9QX;_V\$#9?^#^)/EQ?E3"/|ZK8.||=1_#LA)(>@L|?
9=H?;#A_!\$|_# M=CPZ|6FSPV|;1(F?OVU|LO1PM'@\$RX#B8|VF9F/(6M5A|<_V|Z;Q|D>~%Y,CW7R#S3'RIHE;9Y
MBD|+S9|>^LU|+;1.6J|JUTU4&7;G|N&^K|L=LP#\$@\$@DE21|G|7;|?AUZD^
M^|P|DR;~XNSZ5AF+|E.MBPGK7Q|_M8=7)X*MYV%@YEA_MB?92\$B59<|B|RBN;_J\$*@&RTC)P(MP8DY<2%)VES\$
BBH8VOM|35VOMZ|_M258I680+V8Q*B?/&N"=G53P'BX|2&V|HJ;_*#N|_FH;=HCW^L\$EPFULP<=Z%_M*@@?
YL+^GX.ZMPT,3ADU%|^T|)T<1D6.69#HBIG3O#520LX9^>BG8T;C|H_MJA7\$;K8?;D+T_~3\$#0-
1+T.AU;#&@W*U@;_4H|>XBC;'W@_~8B&1(?N6|8_M_|7L'2BHO7Y|_Y6*!C0>#M8F'PD4|OJ\$0C>|O|L<"/L3ULPCHEC
2EYA_MBS|/7(QOM|=M6/77=B_~|32|JLH+C)SK_77P7\$MPI|+X4\$|VPO=-K"F+23I_MZ2M*#Y%7?BS*27=?V-
6^~TFU|C7=Z/7&YPT0G8A|D&~CFB0Z;B_JLK#2_MMUS"BS^6|&Q;) =JUH;I
(677@>|^N;_Q_/=6YQ|^+WAK^+7HFQ8Q*|M\$. MV;|7H?2
_X3SW7^~\$""4.EZBCE&E+AE(HYB;\$;?;@QQ65(YP|Z^1|S|PJ|A@R|_MP|L@Z*2Q_ =|7FG)(WCAA')JM9'6W&D;E&J-
#)DL*5QYEG)K*0+/19&V.WP(M\$EQ_~=%G>BPN&U/KEFSMJ18E;2Y2;AG9IOW"..ZDN,|C7Q3N<_|'5<|TV
M_UB\$5G0I3.J<:Q%B?;^C>P\$3'\$5^~R1*KA)\$;U\$;)*<^_.RP2;+;\$V5R|A'4^> M.(M*O/4)2/J|.(WX;Q4#/\$TAY M/_W|_%
<|@;GHPPQNAOYQF4Q9UTLX_MK_.?576 MR1.RR*OT(6\$&;(6=WT=S%9WS;+@Z;VM;I|"+4K|?>ATT|?
I%H5NPJ_L\$U+|CTU%?|O/8@4|)\$#GU#;<<|X;_)5%U%+|4RIG85E|3R/UQ_MB_*XMQ)NN2Q*0Z-6!_?BN;45#R7O*98.?
#S\$X\$OY|LUNZW0>I7E=M#^P.ME%<|>(ZCV.O|HEKG|YV1<_JC'?NSG->|ZL=J6|WFD\$|_U(Z'|#I>|M;Z-(H/M_&&
(ND5)|NR5'.FKBW,U*(A6S:022T;F#AC7G_IX24-529P|F<ML'_7=K>O<|_%=|L=5(|.%/S\$;V%B_O'3E.7|(|?
|S;9U;|JW7")|HXR(N7V)V8_T"3J9|SU_MJ|URGRO*Q|9FD24.OI+L<|N>Q|2KV?+>@^_~F;QFPX_7X(O/6>P>G-1\$
MKFB72L|UO?ZX6;6|>3M.(?2)^YD0|+X*9Q|^D|S=N;C;%&7VT624)^H(A?7809_MW2N?Y/U%2I
DNX,V(AX1|^~LG#|NB|DPH&7'LBE\$|L\$N|V^_MJA_148%_*|9P;_@+P6WBQD;GKSP75?D1-
+M(G)W0%;1B*>S&CDXQ#D|5_M054*Q3KXBT|108NIOW(H+V|O&T6Y%YM%&WC9&'+ODN\$4B\$|H;ZVT9AFX_C
M)|J_LU67Y>_6V(W,H#W6_@BSOL_MK+_?|HEGB_MOR-
<>|UVQPMR_9C>~WYZ|\$;)6WC95P#HE3+2T"PS;&_D24|ZQ'SIP?+Y|I(MV,U\$@FK60_GQH=)A+|JP+;IG|Y-
4.7|6LFA&+T*H&_5_YDE;B)E|%%_G_M-E;((S,1J%?J@Q|YPX_|AH&|UG?/9;_~TH&^F"D&W3/WO_7I%(1#|I%5H_M/@?
_U<|5)(&|^|0UIE#T*^~026QLR_7L_M7P|6&+^M>8;2|~M=<_UUSU_!4;_~I%A2+|OQ;_~M?
T9KDZ;YZ;|H8<9,SC|369&/QR@D-|4@8K0;M@|D)W%;MFR|5\$T5?OC|5?_HDZP_==)|_75^?2V9\$YL>;?IT>,PA6;?
S.\$@?+EW=;M&C)M;CG|3D-3|AM^?@FUK=;I^YIOQ*>;2B&XZ^GMC2?|OK|H%MX42C;06T|_M=
(ZO|_&O|LG"#;0D)/G^~VU5<>~L2=JR"(4KQ-|SEQ60R|O2%L_2%;48R2_M|_7T-J*|>85HY^SE+BGN*)O|H1+RD4?
B\$CZEX|NK;%_IV3'"<0C6\$P_MJ3BS+D95C-J;U;>C<+Q#(:@DB|+G|?VK_N\$|_=[SA;_EXTZ>)FC)(6S5B9;
M=|0BBNOE|S=C*FK3|X*ROU.S)FF+K_M0H'9;OK|/_+?TCFC3,2I9IM_~S"2F&"KK7G'M|K_R_PON#^+_@/#7E2SS'&L
M+2_PA=H6IBV"9\$H;@|<2G.S*|2^3?SB|P_I4X9E>6|UP/QC4KT3GT+D79^*
M=DG1D|E8?_7H9L%Q|PGLWT_RA3O_|3Q;9D14K|STON_WENM_B93&P6RN3WDZ
MSP?X^XSA?7^F|S@AGEP|_E1;H|5^+~*Q7OAU4QI9_ML5J+0.KD|T+~XL?D-6HGL_?EH\$5*+(J7.^YQBQ3(M
6/H)5DKLTZP|8@12_M84|HP4S+@+~|CH8S1H&B0@LMDBP|H%2PHA=S@VWJ(TDC=J_"4AOR"-??
M<#80_EX;%YMI+;GLJ_QCR_P(M\$5_U<^4P(E|6T2IR|H6|'Z\$W0*OD|(#+P_P_MF_M3O=|I7RLF<-8|3J3V->_~9PV%|+
|3T@X7" E|F1QK;+VQ|_6U#H?>4U_M(V8749A8^HKK<|I0|B9QAF.ZKU_F|1.9C-H>A&5KZ7M?3R|Q_*1XNXJF2CV
M,OJ\$&UC=5(%E4=V&BZBC+K&U^J<<3%=_W1@\$V=N;H|?(%0*MR,WW;_|D|+
M@D|2;2;8>39H22#QF)E<2DX|V|~7#EK/A)"OK^L|V<1%1_~=<5RH&2D4|S
MVN(-19|H3R5>2|(-O#|D8)50KAX"XA"FE<|VN5?;\$*6HG3XK75'OEN)7;#_M*E_&T38NTPVXZ|;\$;?%*Q6)!?

26Bf\9Q64Y@B>J>@.@3#\$\$NH5M5"/I6Q=&6M MRH:2F6)V\S:259-6(^02.T085L5!-;^T1&X"l<'09R"JY^B?4'H#F)Y
G>66-M3K@)?>['S2"U2Q\(&)ICD#07B2TCR.UL^K5I><0H7I2VY/7%PJM8A"#=?;ZA.&&Q"4\$GC>I2
MG%>C5)K)>H"*R&%ZHE\6B-MZBG-8K\I-5"Z\QT\6D0ZWYH.OV:?:N!Q56%G(
MV\R39@5*L+DEQ1STCNQ:\$DAK8MCE\{\$XDJ ^:KF,+K^,B)M0&1LE%,?3E<8&Q-MN?/J=%<"^3#?(O-S^?
WXKFT&/='=#C\$NS-#LOX_7/U9R\FLE.M)E.G.WET\JE:/H\$&1/N%EXI<*Y74RZ9N5Q
M5/MD8'FI8H'FI:6.KB'6D=4(O\J\^_\$W"1%C@?:VM3#<:NE=+:T&PZ3-TJHR
MJEJ622CASMNR6TD/C\A)4'+E>7Y.T4.XB^(C^49NP*T L*"6I# #-W*T&@UL M"7@(W1A_XI;E_WT(-V\H=G!."?DP"5I?
/+XEZ"D4\$?W\3>&1F68/I.SIY>I M\LOV-X.MT#?2863927_Q%B.-LU^KLH^ED(OV\$HKJJKT+MQDD.9Q_-:" M
NQLW49TF\P0QU>F(O)DJ>O\$F#_IK2%3+S>5U-S/C6WA-XQE6KDQ=R?F?6V MPAV8_/W%P&J"0QS\H@Y.\$I>K?
8Q(8FQB8S"\$555RWN2B.R:8.V7(8-MV\I-QZ.T'T)<>|0GKYPD6-2)0GRV4.CZ7)W5KG.F>.,RNX>IK76>|/X396(''
MOHG*X>R=CC6HKGM+|=/^Z09I%>+,&Q1Z(0I?A/H X=T,K"7I&S*7J+&0_#; M#COU)\$YKTX:~JBGCISK.}7U?74
0>#EW++;33O5XLO?PN0-N?L.IQ\UE/+; M:LS*8YY)Z= FM3&F8T:TZ#>Y/EIV\$/_.Y#H) _7!R&HYD97T(\.T%-=KB/&L
MJLP^_|_Q\$24)0DV=H:YIRC\&TKQ+V\I1D4>:L>((H\S_KA"0FK/H?"DW@_M-MR*GVG@AW#I)Y>
/H/E3"N\53&Q^DS>|%-/-)\0.I4T?J\OCB9&RPG@*RE^ MK/'\Z,OCR6IOAD)F\COS)@0I*(O:M-IK(H%V\$9:YI;UG
5!"L;M1H\H\I\U M&%XD+?#J7/EU5EO,"5I7>5-H=EM-RFULGTJ\CKK2\$'EK::
^Z*I\$^T_.8O"K)IY/X(MXT\LW*|"*_4VA\$ MF?7#?I=*)DR\SABOS74N6Y,=TE6H2"ZX%>_;E_8-
&UW3%KE=QK"LGF-J_A* MK-O@.)=/POD/_%ZF MJ4=T(=WE*:.0Bf.8AR"8C&,%R?
=I=M'IK@|S@8N+IOVK'0@>#%HN&CXY;MP MV6RWY YQJ\W:S#LMPM0K<I9FO,GQ/=_(L\I\Z(\$UO_EG;8_1
FQ^)_:4#., M3I*GM#-K.\D.W8<\$XIY*?I33PD!>@I"ET^C4>#W(*J\$=+Q?)VT9#ZRB/66_7P'6-C3O6;^JORW*P(U5\$&-
DO\MPJBFLC@?G\O_+@'154WTPC"@GMZ M4*>HUF\@EM;IX#;Z1L^IPEMJD)=#5H\$;=0-T7XDY=,ZOL_0><;B=A#?
FR\$ MYU\DCRW"AMQ36(GQJRN0B-M7%>#;OR:0-M5\J\GUU_@_4L_!TME>&Y41M-
E=.)LIBA\WDYU%V6I2Q)HR.*27E:K*\$=-M_#>^&X/70QL9E(/7X5,M.KA=3"+D;K=#H#V_HULGO>IXI9>?
Y\$GC#;.*=6+A<MOOMA0IL\$7AQN%WW%T<[!!Q3H@;G5?N+YYI6'T,YRI8N.S?A9K8V;/OYGC/AL M7=QO8_-'+\!L_RI
IU?D^%X\K\I/SADN"W5I=AC&.WIM7;/OB-WYH?X! ?H' M#^;FWWSG++26T%^%7NW% OA;=L0/UN>;V\;YK/U1_@(?
^L,Z'UP!R1AF4I2L MOT8AVOGL%TCIK6>Q)RJM9XJ-4/\^:@9KCMPP3MLN#1W\\$\$/ZFN9AB&>I@!Z@8B-M9?
5Z\$8I6GD:'.K!<17X1\K8_J(J:K:BP*!HY(W2JLL\Z+@+&O04"P/Q?T MDK*TBGYVX#!UY<7BQ;B#).!*=F2J%P;7H+&
(4(DA.)V23+D(5_?8FE+FIT5D M9(1T&=<69!\$PJNY):-O@(E+892'L;Y9<1'A/7^XXIK%S\$5%JL S#;)CQ-09
M&.:G\984/LFVP*!OTP\GHDA;* _9\>C\$HWNWO'C7YT@PZ8Q-M&4YI7Y#;D>P.*
(>|20\H+B=.B224UI:WS4F/I3I7%K/-6XD%,-?&OT%84S5X; M-49JS#W9SUHY:"367_,U"='>28NVEJIV*)L/EH/%9ZRKT"-
P<)KIK|= "+ +9\% MWG\=0#FXFP.N@9P\A*HY/XX1_%0GF#S5WHZQ\I0VM@80%>I