FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

| Vashington. | D.C. 20549 |  |
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| Washington, | D.C. | 20549 |  |
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| OMB APPROVAL         |           |  |  |  |  |  |  |  |
|----------------------|-----------|--|--|--|--|--|--|--|
| OMB Number:          | 3235-0287 |  |  |  |  |  |  |  |
| Estimated average bu | rden      |  |  |  |  |  |  |  |
| hours ner resnonse:  | 0.5       |  |  |  |  |  |  |  |

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

|   |   |  |                             |                  |        |   |         | 01 1110 111  | ***************************************        | 501                          | ilpaily Act of        | 10-10                                |   |   |   |  |  |  |
|---|---|--|-----------------------------|------------------|--------|---|---------|--|--|------------------------------|-----------------------|--------------------------------------|---|---|---|--|--|--|
| Name and Address of Reporting Person*     Barron Kathleen |   |  |                             |                  |        |   |         |  |  |                              |                       |                                      | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable)  Director 10% Owner |   |   |  |  |  |
| (Last)<br>1310 POI  | (Fir  | •  | Middle)                     |                  |        | 3. Date of Earliest Transaction (Month/Day/Year) 02/05/2024   |         |  |  |                              |                       | X                                    | Officer (give title below)  Other (specify below)  EVP & Chief Strategy Officer             |   |   |  |  |  |
| (Street)  |   | -  |                             |                  | 4. 11  | If Amendment, Date of Original Filed (Month/Day/Year)   |         |  |  |                              | 6. Indi<br>Line)      | 1 '                                  |   |   |   |  |  |  |
| BALTIMO   | ORE MI  | ) :  | 21231                       |                  |        |   |         |  |  |                              |                       | , A                                  | Form filed by One Reporting Person Form filed by More than One Reporting Person             |   |   |  |  |  |
| (City)  | (Sta  | ate)                                       | Zip)                        |                  | Ru     | Rule 10b5-1(c) Transaction Indication  Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy affirmative defense conditions of Rule 10b5-1(c). See Instruction 10. |         |  |  |                              |                       |                                      |   | satisfy the   |   |  |  |  |
|   |   | Та   | ble I - Nor                 | n-Deri           | vativ  | e Se  | curitie | s Acq  | uired,   | Dis                          | posed of,             | or Ben                               | eficially (   | Owned   |   |  |  |  |
| Dat   |   |  | 2. Trans<br>Date<br>(Month/ | /Day/Year)       |        | Execution Date,   |         | 3.<br>Transaction<br>Code (Instr.<br>8)  4. Securities Acquir<br>Disposed Of (D) (Instruction of the control |  | s Acquired<br>If (D) (Instr. | (A) or<br>3, 4 and 5) | Securities<br>Beneficial<br>Owned Fo | 5. Amount of<br>Securities<br>Beneficially<br>Owned Following                               |   | Direct I<br>Indirect E<br>tr. 4)  | 7. Nature of Indirect Beneficial Ownership |  |  |
|   |   |  |                             |                  |        |   |         |  | Code   | v                            | Amount                | (A) or<br>(D)                        | Price   | Reported<br>Transaction<br>(Instr. 3 ar             | on(s)<br>nd 4)  |  |  | Instr. 4)  |
| Common Stock  |   |  | 02/0                        | 5/202            | 5/2024 |   |         | M  |  | 36,636                       | A                     | (1)                                  | 48,299  |   | D   |  |  |  |
| Common S  | Stock   |  |                             | 02/0             | 5/202  | 24  |         |  | F  |                              | 16,508                | ,508 D \$                            |   | 31,790  |   |  | D  |  |
| Common Stock 02/0   |   | 02/0                                       | 5/2024                      |                  |        | D   |         | 7,735  | 7,735 D \$1                                    |                              | 3 24,055              |                                      |   | D   |   |  |  |  |
|   |   |  | Table II -                  |                  |        |   |         |  |  |                              | osed of, convertible  |                                      |   | wned  |   |  |  |  |
| 1. Title of<br>Derivative<br>Security<br>(Instr. 3)       | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year) | if any                      | ecution Date, Tr |        | ction<br>Instr.   |         |  | 6. Date Exerc<br>Expiration Da<br>(Month/Day/Y |                              | ate of Securities     |                                      | ies<br>g<br>Security  | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) | 9. Number<br>derivative<br>Securities<br>Beneficial<br>Owned<br>Following<br>Reported | ve<br>es<br>ially<br>ng                    | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|   |   |  |                             |                  | Code   | v   | (A)     | (D)  | Date<br>Exercisable                            |                              | Expiration<br>Date    | Title                                | Amount<br>or<br>Number<br>of<br>Shares  |   | (Instr. 4)  |  |  |  |
| Restricted<br>Stock Units                                 | (2)   | 02/05/2024                                 |                             |                  | M      |   |         | 7,041  | (2   | )                            | (2)                   | Common<br>Stock                      | 7,041(3)  | \$0   | 7,008 <sup>(3</sup>   | 3)   | D  |  |
| Restricted<br>Stock Units                                 | (2)   | 02/05/2024                                 |                             |                  | A      |   | 5,196   |  | (2   | )                            | (2)                   | Common<br>Stock                      | 5,196   | \$0   | 12,204  | 4  | D  |  |
| 2021-2023<br>Performance<br>Shares                        | (4)   | 02/05/2024                                 |                             |                  | A      |   | 29,595  |  | (4   | )                            | (4)                   | Common<br>Stock                      | 29,595  | \$0   | 29,595  | 5  | D  |  |
| 2021-2023<br>Performance                                  | (4)   | 02/05/2024                                 |                             |                  | М      |   |         | 29,595   | (4   | )                            | (4)                   | Common<br>Stock                      | 29,595  | \$0   | 0   |  | D  |  |

## **Explanation of Responses:**

- 1. Common shares acquired from vested equity awards granted under the Issuer's Long-term Incentive Plan ("LTIP").
- 2. Restricted stock units ("RSUs") vest in 1/3 increments on the dates of the Compensation Committee's first-quarter meetings held in the first, second, and third years after the grant date. Each RSU represents the right to receive one share of Common Stock upon vesting, and does not expire. These RSUs accrue quarterly dividend equivalents in the form of additional RSUs representing common stock dividends as approved by the Issuer's board of directors, which vest on the same schedule as the underlying RSU award.
- 3. The RSU award acquired approximately 164 additional shares through automatic dividend reinvestment, including approximately 123 shares that vested on February 5, 2024.
- 4. Performance share award granted under the LTIP for the three-year performance period referenced in Column 1 based upon the Compensation Committee's determination of performance achieved for the period. Each performance share represents the right to receive one share of Common Stock upon vesting. These performance shares do not accrue quarterly dividends. Performance share award vests immediately on the grant

/s/ Brian Buck, Attorney-in-Fact for Kathleen Barron

02/07/2024

\*\* Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- \* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.