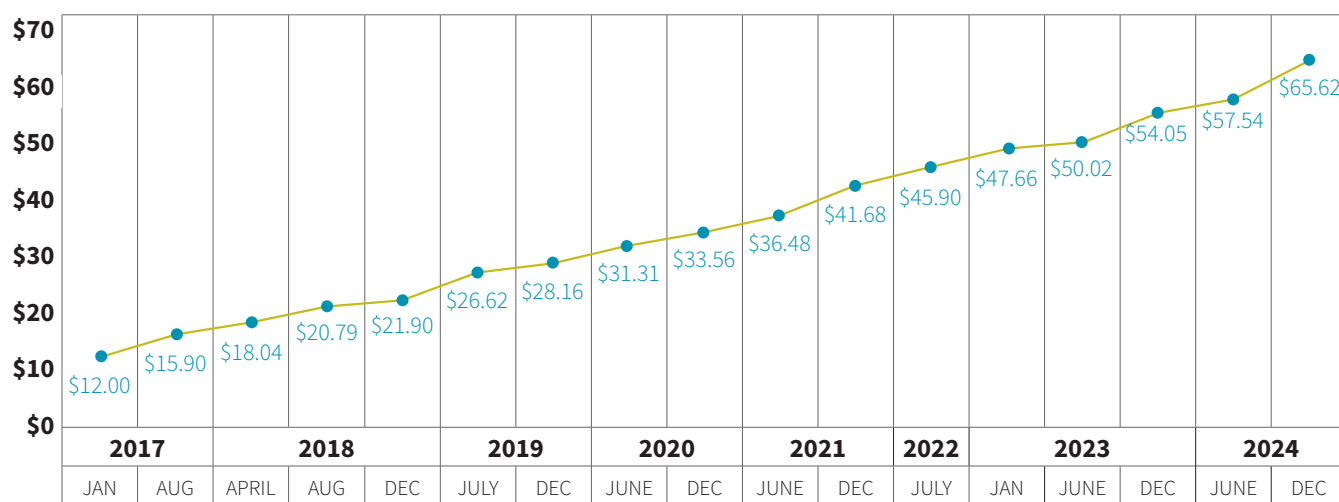


Highlights of the GISI Employee Stock Purchase Program

- Available to Regular Full-Time Employees and Regular Part-Time Employees working greater than 30 hours per week, after 90 days of continuous employment with a GISI partner company, such as GEI.
- Minimum purchase is one share.
- Stock purchases can be funded by bi-weekly payroll deductions up to 15% of net after tax compensation or direct purchases.
- Maximum investment in any calendar year is \$50,000 unless approved by GEI Human Resources up to \$500,000.
- Investments from eligible employees up to \$250,000 per calendar year will receive a 20% match in the form of Restricted Stock Units (RSUs). RSUs are valued the same as regular stock but are subject to “cliff” vesting after 3 years. Cliff vesting means that the RSU redemption value is zero until 3 years have passed, after which the RSUs are converted into common stock.
- Stockholders may sell their stock for cash up to \$2,000,000 per year without prior approval from GISI.

HISTORIC SHARE PRICE PERFORMANCE



ANNUAL DIVIDENDS SINCE 2017 (APPROX. 2% STOCK VALUE)

2017	2018	2019	2020	2021	2022	2023	2024
\$0.36	\$0.45	\$0.55	\$0.75	\$0.90	\$1.10	\$1.25	\$1.40
Payable* as of 12/31/2017	Payable* as of 12/31/2018	Payable* as of 12/31/2019	Payable* as of 12/31/2020	Payable* as of 12/31/2021	Payable* as of 12/31/2022	Payable* as of 12/31/2023	Payable* as of 12/31/2024

*to Stockholders of record

Past Performance is not a guarantee of future results. There is no assurance of future share price appreciation or dividends. Purchasers should consider the possibility of a loss of part or all of an investment. This document does not purport to contain all the information needed in evaluating an investment in GISI equity securities, including the shares and Restricted Stock Units (“RSUs”) (collectively, the “Securities”). Persons considering investment in the Securities should refer to the Rule 701 Continuous Offering Memorandum (the “Memorandum”) relating to the Securities. Please review the Memorandum carefully, including the section entitled “Risk Factors,” before making any investment decision. This document is qualified in its entirety by reference to the Memorandum.