FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

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		Washington	DC 2	20549		

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

3235-0287 OMB Number: Estimated average burden hours per response: 0.5

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

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Bryant G		eporting Person [*]		2. Is <u>AN</u>	suer Na IALC	ome and	Ticke VI(er or Trading S CES INC	symbol [ADI]			eck all applic Directo	cable) or	Person(s) to Iss	vner
(Last) ONE ANA	(Firs	,	liddle)		ate of E		ansa	ction (Month/l	Day/Year)			below)		Other (below) bal Bus. Uni	. ,
(Street) WILMING	GTON MA		1887 ip)	4. If	Amend	ment, Da	te of	Original Filed	(Month/Day/	Year)	Lin	e) Form f	iled by One Riled by More t	iling (Check Ap eporting Perso han One Repo	n
		Table	l - Non-De	rivative	Secu	rities /	Acq	uired, Dis	posed of,	or Be	neficial	ly Owned	l		
Date			ansaction th/Day/Yea	Execution Date,		3. Transaction Code (Instr. 8) 4. Securities Acquired (A Disposed Of (D) (Instr. 3, 5)			Beneficia Owned F	es For ally (D) Following (I) (orm: Direct 0) or Indirect) (Instr. 4)	7. Nature of Indirect Beneficial Ownership			
								Code V	Amount	(A) or (D)	Price	Reported Transact (Instr. 3 a	tion(s)		(Instr. 4)
		Та	ble II - Deri (e.g.	vative S								Owned			
1. Title of	2. Conversion or Exercise Price of Derivative Security 3. Transaction Date (Month/Day/Year)						ιιο,	opuons, c	Ollveltibl	e secu	riues)				
Derivative Security (Instr. 3)	Conversion or Exercise Price of Derivative	Date	3A. Deemed Execution Date if any (Month/Day/Ye	4. Trans Code	action (Instr.	5. Numb of Derivati Securiti Acquire (A) or Dispose of (D) (II 3, 4 and	ve es d	6. Date Exer Expiration D (Month/Day/	cisable and	7. Title a Amount Securiti Underly Derivati	and t of es ring	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transactions (Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
Derivative Security	Conversion or Exercise Price of Derivative	Date	Execution Date if any	4. Trans Code	action (Instr.	5. Numb of Derivati Securiti Acquire (A) or Dispose of (D) (I	ve es d	6. Date Exer Expiration D	cisable and	7. Title a Amount Securiti Underly Derivati Security	and t of es ring ve	Derivative Security	derivative Securities Beneficially Owned Following Reported Transaction	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	of Indirect Beneficial Ownershi (Instr. 4)
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Derivative Security (Instr. 3)	Conversion or Exercise Price of Derivative Security	Date (Month/Day/Year)	Execution Date if any	Trans Code 8)	action (Instr.	5. Numbor of Derivati Securiti Acquire (A) or Dispose of (D) (II 3, 4 and	ve es ed ed nstr.	6. Date Exer Expiration D (Month/Day/	Expiration	7. Title a Amount Securiti Underly Derivati Security and 4) Title Comm Stock - \$.16- 2/3	Amount or Number of Shares	Derivative Security (Instr. 5)	derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	of Indirect Beneficia Ownershi (Instr. 4)

- 1. The Restricted Stock Units (RSUs) granted to the Reporting Person on September 10, 2024 vest in equal installments on the first, second, third and fourth anniversaries of August 15, 2024. Upon each vesting date, each vested RSU shall automatically convert into one (1) share of common stock.
- 2. Each Performance-Based RSU represents the right to receive, following vesting, up to 200% of one share of common stock of the Company. The resulting number of shares of common stock of the Company acquired upon vesting of the Performance-Based RSUs is contingent upon the achievement of pre-established performance parameters relating to the Company's relative total shareholder return (TSR) performance against the TSR of a defined comparator group of companies, as approved by the Company's Compensation and Talent Committee, over a three-year performance period beginning on August 15, 2024 and ending on August 15, 2027, and vesting on August 29, 2027.
- 3. Each Performance-Based RSU represents the right to receive, following vesting, up to 200% of one share of common stock of the Company. The resulting number of shares of common stock of the Company acquired upon vesting of the Performance-Based RSUs is contingent upon the achievement of pre-established performance parameters relating to the Company's financial performance as approved by the Company's Compensation and Talent Committee, over a three-year performance period beginning on the first day of the third quarter of the Company's fiscal year 2024 and ending on the last day of the second quarter of the Company's fiscal year 2027, and vesting on August 29, 2027.

Remarks:

/s/ Shelly Shaw, General Counsel, by Power of Attorney

09/12/2024

** 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.