!"#$%&'()'*+,'(-./%0.12-.3%45%)-.%6.13%

74+.3%89%:.((.*+.3;%<-9&9%
8((')1*)%<345.((43%45%=>.2)3'21>%=*+'*..3'*+%
?4>>.+.%45%=*+'*..3'*+%

!"#$%&'%('")#*+%#,$%-%"*.*'/"-#/0#12#,$%3%4%--/$-#.*#*+'-#4/"&/4.*'/"5#!#0/6"3#*+.*#76-*#.8/6*#%&%$2*+'")#!#+.3#,9."'"%3#*/#3'-46--#+.3#.9$%.32#8%%"#3'-46--%3:#;31'**%3925#!#(.-#.#8'*#3'-.,,/'"*%3#.*#0'$-*5#86*#*+%"#!#$%.9'<%3#*+%#-')"'0'4."4%#/0#*+%#-'1'9.$'*'%-#'"#,$%-%"*.*'/"-:#!*#(.-#=6'*%#.,,.$%"*#*/#1%#*+.*#>$:#?/6$*%".25#>$:#@4+(.$*<5#>$:#A'%)9%$5#>$:#B%--'"#."3#>$:#C.*9'"#.$%#&%$2#4/"4%$"%3#.8/6*#*+%#,$/89%1-#0.4'")#%364.*'/"*/3.2:##

D/(5#'0#(%#+.3#.#8/E#/0#9')+*#8698-#."3#(%#*%-*%3#0'&%#/0#*+%1#'"#.#$/(#."3#0/6"3#*+%1#.99#*/#8%#))//35#(%#(/693#8%#$%.-/".892#4/"0'3%"*#*+.*#1/-*5#'0#"/*#.995#/0#*+%#$%1.'"'")#8698-#(%$%#))//3:#F%$%#(%#+.&%#'3%"*'0'%3#-'E#%364.*/$-#(+/#.$%#4/"4%$"%3#.8/6*#*+%-%#,$/89%1-#G-'"4%#!5#*//5#0.99#'"*/#*+'-#4.*%)/$2H5#."3#!#-6-,%4*#'*#'-#.#9%)'*'1.*%#)%"%$.9'<.*'/"#*+.*#I J@B#%364.*/$-#.$%#4/"4%$"%3#('*+#*+%#,$/89%1-#0.4'")#%364.*'/"#*/3.2:##

>$:#?/6$*%".2#3'3#."#%E4%99%"*#7/8#/0#,$%-%"*'")#*+%#,$/89%1-#4/"0$/"*'")#*+%#.**.'"1%"*#/0#.#=6.9'*2#%364.*'/"5#."3#!#-*$/")92#%"4/6$.)%#%&%$2/"%#'"#*+'-#.63'%"4%#*/#$%.3#+'-#.33$%--#0$/1#9.-*#2%.$5#*+%"#K%%,#2/6$#,$/)$.1#."3#-+/(#'*#/#2/6$#0$'%"3-#-/#*+%2#1.2#.9-/#$%.3#'*:#!#*+'"K#2/6#('99#.)$%%#('*+#1%#*+.*#>$:#?/6$*%".2L-#'3%.-#3%-%$&%#('3%-,$%.3#4'$469.*'/":##

!"4$%.-'")#"618%$-#/0#%364.*/$-#.$%#.)$%%'")#*+.*#%364.*'/"#16-*#4+.")%#'"#/$3%$#*/#1%%*#*+%#"%%3-#/0#%&%$2/"%:#M6*#'*#'-#.9-/#*$6%#*+.*#*+%-%#"%4%--.$2#4+.")%-#('99#*.K%#*//#9/")#*/#'1,9%1%"*#*/#8%"%0'*#*+/-%#,$%-%"*92#%1%$)'")#.-#,$/364*-#/0#/6$#%364.*'/".9#-2-*%1:#B/3.2#!#(/693#9'K%#*/#.33$%--#12-%90#*/#/"%#-%)1%"*#/0#*+%-%#,%/,9%#N#*+%#-*63%"*-#,$%-%"*92#'"#.**%"3."4%#.*#O9/$'3.#;*9."*'4#P"'&%$-'*2:##

Q%$2#0%(#,%/,9%#(/693#-%*#/6*#*/#86'93#.#"%(#+/6-%#('*+/6*#0'$-*#3$.('")#6,#.#-%*#/0#,9."-:#@'1'9.$925#1/-*#4//K-#6-%#$%4',%-5#-4'%"*'-*-#6-%#0/$1699.-#."3#0//*8.99#,9.2%$-#).*+%$#'"*/#+6339%-#8%0/$%#%E%46*'")#,9.2-:#!"#.99#4.-%-#+%$%#(%#+.&%#."#%"3#,$/364*#8%'")#.**.'"%3#82#0/99/('")#-/1%#-/$*#/0#.#,9.":#D.*6$.9925#"/*#.99#,9."-#.$%#"%4%--.$'92#)//3#,9."-5#86*5#'"#)%"%$.95#*+%#8%**%$#*+%#$%4',%5#*+%#8%**%$#*+%#4.K%#."3#*+%#8%**%$#*+%#,9.25#*+%#1/$%#2.$3.)%#'-#).'"%3:##

-.2#*+%2#"%&%$#6-%#."2*+'")#(%#*.6)+*#*+%1:#R+%"#!#+%.$#*+'-#!#0'"3#'*#"%4%--.$2#*/#
$%1'"3#*+%1#*+.*#*+%#1/-*#'1,/$*."*#*+'")#."2/"%#9%.$"-#'"#4/99%)%#'-#+/(#*/#9%.$"5#."3#
'0#*+%#.8'9'*2#*/#9%.$"#'-#3'-4.$3%35#*+%"#-/#'-#*+%#,/*%"*'.9#*/#-644%%3:##

B+%$%#.$%#*(/#*+'")-#*+.*#.#-*63%"*#/0*%"#16-*#0'"3#/6*#0/$#+'1-%90#'"#4/99%)%:##

B+%-%#*(/#*+'")-#$%-69*#0$/1#3'00%$%"*#.,,$/.4+%-#*/#*+%#9%.$"'")#,$/4%--:#!#4.99#*+%1#
+%#+'"K'")#&-:#4//K8//K#-2"3$/1%#."3#*+%#4/"0'3%"4%#&-:#*%E*8//K#-2"3$/1%:#B+%2#
.$%#49/-%92#$%9.*%35#8/*+#$%-69*'")#0$/1#*+%#4+/'4%#/0#(+%*+%$#*/#6-%#/"%L-#/("#1'"3#/$#
-/1%/"%#%9-%L-:##

!#8%9'%&%#%--%"*'.9#'")$%3'%"*-#/0#.#4/99%)%#%364.*'/"#.$%#*/#9%.$"#*/#*+'"K#."3#*/#9%.$"#*/#
+.&%#4/"0'3%"4%#'"#2/6$#'3%.-:#!#3/#"/*#1%."#*/#-.2#2/6#-+/69#3#"/*#$%-,/"3#*/#
4/"-*$64*'&%#4$'*'4'-1#/0#2/6$#'3%.-:#B+'-#'-5#/0#4/6$-%5#'1,/$*."*:#M6*#*//#1."2#-*63%"*-#
(+%"#*.K'")#/,%"#8//K#%E.1-#%"4/6"*%$#=6%-*'/"-#(+'4+#*+%2#4."#."-(%$#('*+/6*#
/,%"'")#*+%#8//K5#."3#*+%"#,$/4%%3#3'$%4*92#*/#9//K'")#6,#*+%#."-(%$-#$.*+%$#*+."#
($'*'")#*+%1#3/(":#B/#1%#*+'-#'-#.#0'"%#(.2#*/#%.*#.(.2#.*#4/"0'3%"4%#$.*+%$#*+."#86'93#
'*#6,:##

^%1%18%$5#*+%#.8'9'*2#*/#1.K%#3%4'-'/"-#'-#&%$2#'1,/$*."*5#."3#*+%#4.,.8'9'*2#*/#*+'"K#
."3#*/#+.&%#4/"0'3%"4%#'-#*+%#0/6"3.*'/"#0/$#3%4'-'/"V1.K'"):##
#
M%0/$%#%"3'")#12#4/11%"*-#/"#.**'*63%-5#*+%$%#'-#/"%#1/$%#'*%1#!#(/693#9'K%#*/#
/8-%$&%:#B+'-#'-#*+%#4.-%#/0#4%$*.'"#4/6$-%-#8%'")#$%=6'$%3#'"#.#,$/)$.1#%&%"#*+/6)+#
+%2#-%%1#/#8%#6"$%9.*%3#*/#*+%#,$/)$.1:#B+%-%#.$%#*+%#-/V4.99%3#_%"$'4+1%"*`#4/6$-%-5#
-64+#.-#+61."'*'%-#0/$#%")'"%%$-5#1.*+#0/$#16-'4'."-5#/$#1.28%#*+.*#-*.*'-*'4-#4/6$-%#0/$#
,-24+/9/)'-*-5#/$#1.28%#*+/-%#.99V*'1%#0.&/$'*%#9.")6.)%#4/6$-%-:#
#
!#+.&%#"/*'4%3#*+.*#*+$%%#.**'*63%-#-%%1#*/#,$%&.'9#('*+#

@/5#'"3%%35#.**'*63%#4."#1.K%#.#8')#3'00%$%"4%#'"#4/99%)%#-644%--:#D/(#9%*a-#8$'%092#
3'-46--#*+%#).1%#,9."#1%"*'/"%3#%.$9'%$:#
#
Q%$2#9'**9%#"%%3-#*/#8%#-.'3#.8/6*#*+%#).1%#,9.":#!*#.99#8/'9-#3/("#*/#-%%K'")#/6*#)//3#
4/6"-%9'"):#;).'"5#%&%$2#-*63%"*#+.-#+'-#/("#6"'=6%#-4+%369'")#,$/8%1-5#86*#.).'"#
(%#-%%1#*/#+.&%#*+$%%#)$/6,-#/0#-*63%"*-#N#*+/-%#(+/#K"/(#0/$#-6$%#(+.*#*+%2#(."*#*/#
3/5#*+/-%#(+/#*+'"K#*+%2#K"/(#(#(+.*#*+%2#(."*#*/#3/#."3#*+/-%#(+/#-'1,92#4.""/*#
3%4'3%#(+.*#*+%2#(."*#*/#3/:#b&%"#*+/6)+#'*#'-5#'"#)%"%$.95#3'00'469*#*/#$%)'-*%$#0/$#.#
=6.$*%$#('*+/6*#0'$-*#-%%'")#."#.3&'-/$5#1."2#-*63%"*-#('-+'")#*/#3%1/"-*$.*%#*+%'$#
'"3%,%"3%"4%#.&/'3#*+%#,$/,%$#$%)'-*$.*'/"#4+.""%9-#."3#-68-%=6%"*92#0'"3#*+%'$#
,$/)$.1#1%--%3#6,#36%#*/#9.4K#/0#$%=6'-'*%-#/$#'1,$/,%$#-%=6%"4'"):#
#
!0#2/6#*+'"K#2/6#+.&%#.#,$/8%1#G/$#'0#2/6#K"/(#2/6#+.&%#.#,$/8%1H#2/6#-+/693#K"/(#
+.#1."2#9%&%9-#/0#4/6"-%9'")#.$%#.&.'9.89%#*/#2/6#+%$%#.*#O;P5#."3#!#-*$/")92#6$)%#2/6#
/#6-%#(+.