

4(#-\$%\$LZL%.\$7-'#%1.%-4%(18%3.#8%)*5\$*#..*)1+%8\$-7#\$.%4*%*5#\$14#%1)%-++#,1+%41B-%.\$7-#
+1)821\$D%\$3+-).:>#)'(%*3\$4.%-8#8%<-4(%1)!"#%\$%8#7%\$%#(('*+8%"#%\$#*,-)E#8%1.%1)%
#25+*6##:%)*4%1)%-8#5#)8#)4%*)4\$(*3,(\$6%#\$%'(1++#),#8%4(#%\$3+-).:>\$1)'#J.%4*5%'-7-+%'*3\$4%
.-8#8%<-4(%4(#%8\$-7#\$0%&(#%\$3+-),%8*#.)%4%134*214-'1++6%\$#+1..;6%1++!"#%\$8\$-7#\$.%-)%4(#%
#25+*6##.:(*<#7#\$0%/)8-7-831+%8\$-7#\$.%<-++%(17#%4*%,*%4*%*3\$4%4*%.##D%\$#+1..;'14-*)0%[#,1
534.%!"#\$J.%"3.-)#..%2*8#+%14%\$-.D0%

/)8-1%-.%!"#\$J.%#')8%+1\$,#.4%21\$D#4%1;4#\$%4(#%!)4#8%=4.14%0%21)1%\$15#%(-
1++#,14-*)%+#8%4*%1%"1)%9,1.#8%#57-#.%<-4(*34%\$18-^%5#\$2-4.%-)%4(#%'15-41+0%/)%\$#.5*).#%4*%
4(#%1++#,8%\$15#:%!"#\$%#4)%)%4(#'55%4*%-)'38#%51)-'"344*)%1)8%4\$1'D)%#%\$13\$#%
"#,1)%*;;#-\$),%(#-\$%7-#%-)%\#<%F#+(-%<-4(*34%'(1\$,-);%8*#\$).#7-#%;&##9%*251)6%12#%
3)8#\$%;-\$#%;*\$%(#6%25#).14#%/)8-1)%8\$-7%\$G.%!"\$2%'+*.\$9%\$#+#1.-),%-4.%-)-4-1+%53"+-'%
;;#-\$),%/LZ^%<-(('%<1.%;-+#8%-)%P16%?@Q1)%4(%6%83\$7#\$%)4-7#.%4%"3-+8%35%;-)1)'-1+%
5#\$,*\$21)'#0%G.%1%\$#33#8\$)#)4-7#.%1)8%(-,(#\$%8-#.#+%5\$-#.#),14-7#+(64)26\$4#%
;-)1)'-1+%#1\$)-,..%'13.-),%,\$*-<),%8-.'*4#0!"#\$%23.4%4\$#18%'1\$#;3++6%4*%.#-E#%35*)%*55*\$43)-4-#.%
/)8-1%<-4(*34%7-*+14-),%\$#,3+14*\$6%\$#1\$82#24,%%\$#+14-*.(-5.%4(4(\$8\$-7#\$0%!"#\$%)*<%
'*)4\$*+.%2*\$#%4(1)%V@%5#\$#)4%*;%4(#%\$-8#.(1\$-),%21\$D#4%-)%/)8-10%

/)%?@Q1%M#\$21)%*3\$4%"1))#8%!"#\$%.\$7-#%.%;%4(#6%3.#8%)*5\$*#..*)1+%8\$-7#\$.0%!"#\$%1\$
4(14%4(#%'*251)6%-4.#+;%-.%*)+6%1)%1,#)4%4*%*)#4%8\$-7#%1)8%\$-8#\$0%[3+#.%4(14%155+6%4*%

+*!45'(!+*!169-2"*;!%&!5)99!D6+,<*!/&!"JKM!F+9):-(!,+!>=6('1!F-=(/!<'0)*)-,!8,-3,!+*!
N2,+1'D;!%-.!/&'(?!/&'2!*/+59)*&'<!+!/&'("A6-),/!/*/?!-:/,!(':(!<'!+*!/&'!GHF!/*/?!/-!
<'/(1),!)!+!3-(8'!)!+!,!169-2"7!OKP!/&'!0-16+,2! 0-,-/(-9*!/&'!169-2"Q*!3-(8R!O"P!/&'!
'169-2"Q*!3-(8'!)!+!0-(!6+(/!-:/!/&'!0-16+,2Q*!5=*),**R!O#P!/&'!3-(8'(*!<-,Q!/!/26)0+992!',.,+!'
)!6(-C)<),!/&'(!*(C)0!/-!-!/&'!0-16+,)*;,%&)*!6-***!+!1+S-(!/&'!+!/!-!45'(!3&-!(9)*!-,!
9-3A0-*/?!:9'D)59!9+5-(!T-!-,92!3)99!9+5-(!0-*/!)0,0('+'?!5=/!9-,.A/(1!45'(!)*!0-,0(',<!/!&'2!
1+2!&+C!/-!9)1)/!/&'!,=15'(!-!<!)C'(*!-(!*0&'<=9!<!)C'(*!),!+<C+,0?!'9)1),+),!/&'!+5)9)/2!
:-(!<!)C'(*!/-!3-(8!+*!-:/!,-(!+*!9)/!9!+*!/&'2!<*)(';!U&'!45'(!:+)9<!/!-!0-1692?!F+9):-(!,+!
='<!45'(!-(!8"6),!<!)C'(!+*!),<'6',<'!/!0-,/(+0-/*!),!"J"J;!
%&)*!9+,<1+(8!F+9):-(!,+!5)99!&+*!/&'!6-'/,)/+9!/-!),:9='0!9'.)*9+/-!),!-!/&'(!*/+/*;!
V+5-(!(-=6*!),!*+/*!*=0&!+*!T'3!W-(8!*=66-(!*)1)9+(!9'.)*9+/-),:45'(!&+*!9-55)'<!/!-!5!
'D'16!/:(-1!/&'!5)99!),!D0&+,.!:-(!*/+59)*&),!1),)1=1!6+2!(+/*!:-(!<!)C'(*?!6+)<!/!)1!-::?!
+,<!+!,!+**0+/-),!/-!6(-/0!/&'!),/('/*!-!<!)C'(*;45'(!?V2:/!+,<!N--(N+*&+C!0-,/),='<!/!-!
)/1+/'<!52!-::)0)+9!),!/&'!),<=*/(2!/&+/*!3)/0&),.!/!+!,!169-2"1!1-<'9!0-=9<!),0('+'!0-*/!
"J!/-!#J!6'(0',/?!3&)0&!3-=9<!&+C!+!*),):0+,!)16+0!/-!,45'(Q*!5-//1!9),;!

&63456C<5?B%

d(-+ #%4(#%*251)6%*)4-3#. %4*8#*88.3"#..;3% (#%6#1\$%2@.00%(1\$8%*)#%;*\$%3#8054#%
'*)4\$*7#\$.-.#%1.4%1%)#,14-7#%+-,(4%*)%4(#%*\$,1)-E14-*0%& *%8#1\$4!18%44%5%6%1\$7#\$%W?@%
2-++-*)%1%44+#2#)4%;*\$%2-.+#18-),%8\$-7#\$20!%4(#%<*3+8%#1\$)0%/)%>%5\$1\$2\$%!"#\$%
;#21+#%#),-)#\$%53"+-(#8%1%"*,%5*.4%1+++,-),%4(18#54#8%#B31+%(1\$1..2#)4%1)8%,#)8#\$%
8-!\$-2-)14-*)%140%*251)6%(-(%5\$*254#8%1)%-7#4.-,14-*)-4*%!#\$J.%*\$5*\$14#%3+43\$#0%&(-.%

"#-),%*;;#\$\$8%;*\$%71\$-3.%*\$34#.1\$*3)8%4(#%-4-#.0%&(#%5\$,\$12%<1.%1+.*%1"+#%4*%-8#)4-;6%8\$-
<*\$D#8%;*\$%"*4(%`6;4%1)8%!#"\$\$-)%*\$8#\$\$4*%, -7#%4(#.#%8\$-7#\$.%-)#4-7#.%4*%+#17#%`6;40%&(#%
5\$#.321"+6%3.#8%;*\$2%?@Qg%&(#%71@Q46%4*%\$8\$2#41)-)%8\$-7#\$.%-.%1%\$-4-'1+%*25*)4%*%;
(*<%4(#.#%98#\$\$#%*251)-.#%*5#\$14#0%Y7#\$6%21H*\$%'-46%#)13##\$-4'4(%155.%4*%
8#4#2-)#%4(#%2*.49%;#4-7#%*54-*)%,\$%4(#-\$%4\$-5.0%T17-),%-).-8#%D)*<+#8,#%*;%4(#%*25#4-4-*)%
"#-),%1"+#%4*%8*2-14#%4(#%214(D#416%>7.1%31"+#%418#%)-),%2*\$#%'3.4*2#\$.%*)26\$9%
'*,-.4#)4%"1.-0%Z)%4(#%*4(#\$%#)188'4-7-4-#)1%+.*%7-*+14#%+1<.*%);1-\$025#4-4-*)
/)%=#54#2"#\$\$#%+.*.44%&+.#).#%4*%5#\$14#%-)83#184)%1%+1'D%*;%*\$5*\$14#%\$#.5*)."++46%
1.%8-.'3..#8%#1\$0%#%*\`7#2"#4%<1.%\$7#1+#8%\$\$(148%1%8141%-"\$#?'@QaF3\$-),%4(#%
"\$#1'(:#%21-+%188\$#912#.:%1)8%5(*)#%)32"#\$.%*;%V@%2-++*)#\$\$%\$+8#\$.%<#\$\$%.4*+#)0%&(#%
5#\$.*)1+%-);*\$214-*)%*;%8\$-7#\$.%<1.%1+.*%*25#28#8\$-7#J.%+.#).#%)32"#\$.0%!"#\$\$%(18%
**+-,14-*)%4*%\$5*\$4%(1'D-),%-)'-8#)4.%4*%\$#,3+14*\$%.%1)8%8\$-7#\$.%<(*.#%-);*\$24#7#%\$41%41D#)0%
4(#%4-2#%!"#\$\$D#54%4(#%8141%"\$#1'(%94#4#('625364*%8#+#4#%4(#%81410%&(#%<#\$\$%-)%4(#%
5\$*#..%*;%#),*4-14-),%<-4(%4(#%>#8#1+%&\$18#%U*22-..*)%1"*34%4(#%5\$*5#\$(1)8+-),%*;%*).32#\$%
!"#\$\$5*\$4#8%4(14%4-#6%\$)#%*;%4(#%8141%<1.%3.#8%"6%4(#%(1'D#\$.%1)8%*;;#\$\$29%##%-8#)4-46%
5\$*4#4-*)%1)8%2*)-4*\$-),%4*%7-'4-2.*;%4(9%81#D#8141%"\$#1'(%<1.%)*4%218#%53"+-)%3)4-+%1+2*.4%
6#1\$%1;4#\$\$-4%0%\$\$81%\$#34(4%)-)8#)4(9%(-#;%.#3\$-46%*;;-#\$\$%1)8%4(#%+,#,1+%8-\$#4*\$%*;%
.#3\$-46%1)8%+1<%#);*\$#2#)4%<#\$\$%;-\$#80%
!"#J.%4\$*3"+#.#8-8%)*4%.4*5%4(#\$#0!"#\$\$%1+.*%;1#8%8-;;-'3+4-#.%<-4(%1"-8#)4.%1)8%4\$1,##
*34.-8#%4(#%-9)251)6%*5#\$14-*.0%/)??@QRES-7-),!#"\$\$%1\$%.4\$3'D%1)8%D-+++8%1%5#8#.4\$-1)%-)%
)#%*;%4(#%;-\$4%7-8#*%\$#*\$8#8%1"-8#)4.%-7*+7-),%4(#%8#14(%*;%1%5#8#.4\$-1)0%/4%<1.%;*3)8%4(
;#143\$#%4(14%'1\$\$-#.%*34%#2#;\$#%6%\$1\$H3*3%.-4314-*.%)<1.%8-.'1"+#8%"6%45\$7#)4#\$\$14-'%
7#(-+#%#(17-*\$0%!"#\$\$.#44+#8%1%'-7-+%1.#%<-4(%4(#%5#B#2\$-E)1%5\$-#634*\$%.8#'-8#8%
)4%*%'\$-2)1++6%(1\$,#0#9#2#8%3)'+#1\$%<(#4(#81\$%*\$%4(#%7-'4-2%<1.%#64%;13+40%
\$#.5*)8#8%"65#)8-),%4(#-\$%48\$-7-),%5\$,\$12%\$%1%;#<%2*)4(.%1)8%\$#.32-),%4(#%15\$#\$\$12%
'(1,-),%4(#-\$%5\$*1'(%4*%9\$;7-),%7#(-'+0%

D\$#)E.-%

/)%?@QC:%!"#\$%+13)'(#8%!"#\$%>\$#-, (4:%1%.\$7-'#%4(14%'*)#4.%.(-55-),%'*251)-#.%<-4(%8\$-7#\$\$.0%&(
.\$7-'#:%<-'(%*5#\$1#2-+1\$+6%4\$1.%*\$#%\$-8#1\$-),%155:%(1.%.##)%9\$-5#7#)3#%, \$* <4(:%
#B51)8-),%'*4(%14-*)1++6%1)8%-)4#\$)14-*)1++60%>\$#-, (4%4\$1).5*\$414-*)%\$5\$#.#)4.%1%(3,#%*55*\$43
!"#\$:%#5#'-1++6%1.%4(#%!)4#8%=414#.%;1#.%1%.(*\$41,#%*;%4\$3'D%8\$-7#\$\$.0%\'* <%4(14%!"#\$%(1.%#
4(#2.#+7#.1%1%5-++1\$%*,%4(#%.(1\$-),%#')*26:%!"#\$%.41)8.%4*"#%1%"-,%5+76#7\$)%4(-.%.#2#)40%
83\$-),%4(#%UZjQA%51)8#2-'!:"#\$%;1#8%.4##5%+*..#.%<-4(%.*2#%#B5#\$4%.3,.,#4-),%4(#%'*251)6%(1
"##)%<-))-,%)#<%3.-)#..%"6%.#++-),%-4.%.#7-'!1 (-)0-#;%4\$3;1'E.-%

#66+LMM**824,.)%8'4BM%\$6)%M%(\$6#(\$M>706M0,540%15N,(%%)1D%2)0\$1\$-(\$16,4-5)%#N1\$N56641M&
O(")%%)-&05;/&>?E&>?@KQ3(%#(&A1D.),E&g.:(1')&9(1&Z,\$1D&9,\$B\$1(:&9#,(D)%&(D(\$1%0&G))F&\$8-D)%5&5?@X&E&
#66+%LMM**81+,84,DMW166\$1M/M>?@YM?PM@?MX?@D@eYXN12DN\$B\$1(;N#,(D)%ND(\$1%6),N5-D)%5;)&
O(")%%)-&05;/&>?E&>?@KQ3+\$D);E&HW),B\$66;51D&^,\$C(6),&:(#,)L&V),\$#6&W),.\$)6&G.),&U)56%#;(1-*)\$6Ei&
#66+LMM**8%+\$D);8-)M*\$,6%#(26M516),1N6)N6),\$#6D),.\$)66.),N)56%#;(1-*)\$6N(@?>P>@P8#6B)%)-&05;/&
>?E&>?@KQ35#(%&(1(1D\$E&HG.),T%&V;4.(:&a_+(1%\$4#1368(64D)/&64&a_+(1-&V;4.(#1&N6&4,R&24,&36(,65+%mH&
<\$1R)-A1E&05;/&d@E66+@LMM**8;\$1R)-\$18'4BM+5;706M5;N%+(1%\$4%6,(6)D6#\$1R4(:N)_(1-